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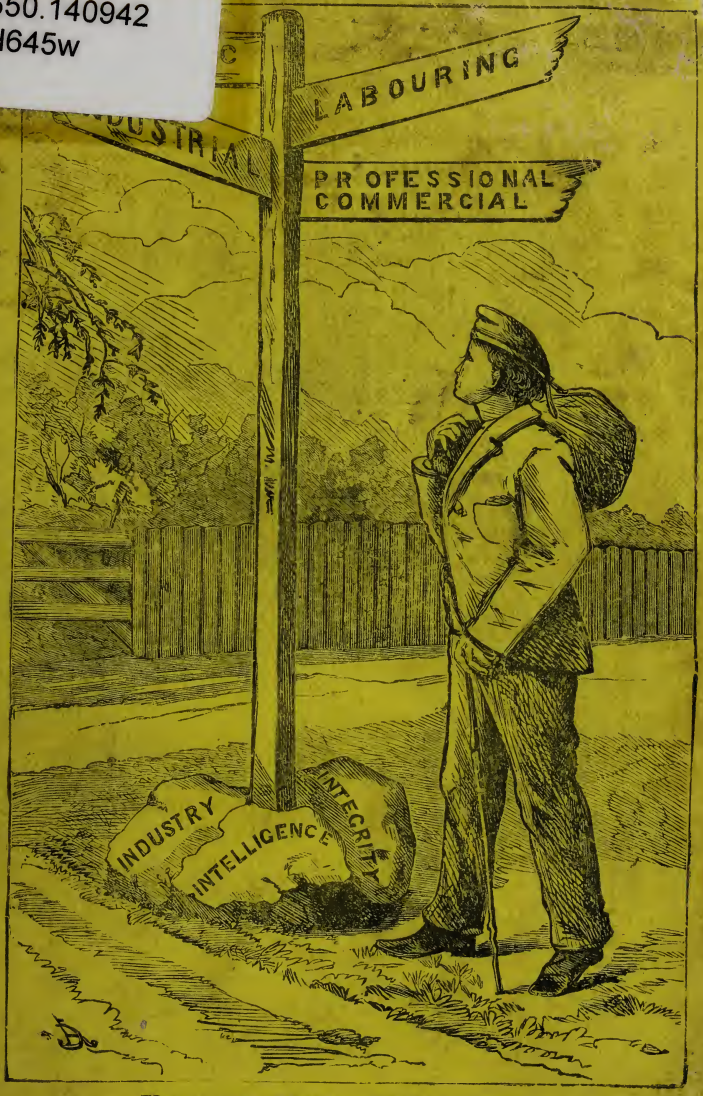

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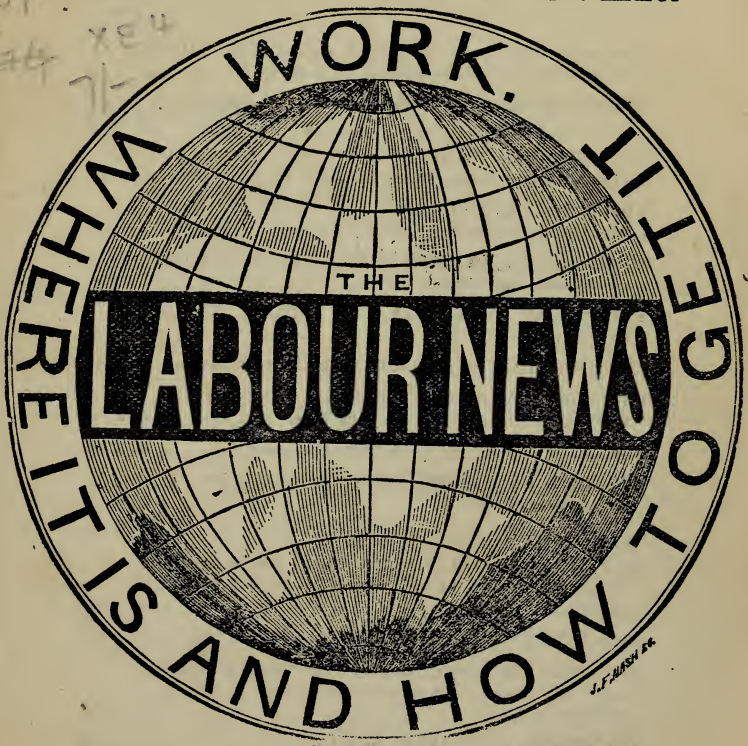

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THE WAY TO WORK;

OR,

Finger-Posts on the Road to Employment.

EDITED BY

ALSAGER HAY HILL AND ALLERDALE GRAINGER.

ONE SHILLING.

LONDON:
"LABOUR NEWS" PUBLISHING OFFICES,
15, RUSSELL STREET, COVENT GARDEN, W.C.

1877.

PRINTED AT THE

"INDUSTRIAL PRESS" PRINTING WORKS,

59, GREEK STREET, SOHO,

LONDON, W.

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INTRODUCTION.

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"THE WAY TO WORK" is, as far as we have been able to make it so, a book of simple but sound instructions to persons seeking Employment in the various walks of life opening up in the Nineteenth Century.

Personal acquaintance with the occupations treated by the writers has been accepted by the Editors in preference to the literary cobbling which is so common in most compilations of the kind.

A few chapters have been taken from American and other sources where the information was of as accurate a character as could be produced by original work done expressly for this book.

We hope this volume of THE WAY TO WORK will be only the first of a number of Finger-Posts on the Road to Employment which we may have the pleasure of preparing for the public.

Any hints and suggestions for making the series more useful will be welcome.

ALSAGER HAY HILL.
ALLERDALE GRAINGER.

"LABOUR NEWS" PUBLISHING OFFICES,
15, Russell Street, Covent Garden,
London.
October, 1876.

PREFACE.

On the broad high-road to all employment there are certain sign-posts which should be noted by every traveller. Past these, where the road splits into three, those who purpose to steer straight towards the goal of their ambition may remark that there are more special rules and more detailed, though not less important, instructions which the would-be workman should consult. Then, turning off from that one of the three roads before mentioned which he has selected, the traveller will find that the information which leads him on is worth more time and money than anyone can afford to lose. To make this more clear let us suppose a man at some distance from London. He takes a road that leads him to the great City; as he nears it he finds it branches into three; one will take him to the north, another to the south, and the third to the west and east. He may know which to choose, but amongst the maze of turnings he is shortly to encounter—even with a pretty good knowledge of where he wanted to get to—he is apt to be so puzzled that he is liable to become disheartened when nearest to his object.

In the journey which we are about to take in the present volume the finger-post points to WORK—the three branches respectively — 1st, Professional and Commercial; 2nd, Industrial and Labouring; 3rd, General and Domestic. Along each of these routes are other finger-posts which will be found of inestimable service to those who, driven by necessity or by a desire to be of use to mankind, have determined to sell their services at the best price obtainable, whether by first acquiring a special knowledge of some particular calling, or having experience to find an immediate market.

The value of such a guide as this should be almost incalculable; for who can tell what immense amount of time, money, strength, and health, it may not save? How much misery it may shorten and the numbers ultimately benefited.

The sequel to a work of this character would more properly be devoted to pointing out, to those who are already engaged in some occupation, the secret of success and the surest means of making a fortune; but inasmuch as success in all the affairs in life, from the finding of employment to the

engaging of others as a capitalist, depends to a great extent on the same rules, the reader, whatever his situation may be, will find that a perusal of this guide is by no means unprofitable.

If we ponder for a moment on the many millions of toilers who earn their living in the narrow limits of Great Britain, we cannot but view with wonder the almost incredible fact, that in spite of all prognostications to the contrary, and of the complaints which have existed for centuries of the land being over-populated, yet wages are higher, and the nation keeps increasing in wealth and population.

How can people live? How do they live? are questions so frequently asked, that the proverb passes which says, "Not half the world knows how the other half goes." To touch on every occupation in a volume of this nature would so increase its size that its object would be lost by reason of the price, which on the very lowest possible scale of first cost might exceed the means of the masses. By giving, however, notice to those employments which are chiefly followed, and by issuing the work at a popular price of one shilling, an opportunity is afforded to every parent to place the book in the hand of his son (the openings for female employment will be found in the "Year Book of Women's Work," edited by L. M. H., Labour News Office, 1, Long Acre, London), and a chance of saving both time and money is offered to the traveller in search of employment.

CHAPTER I.

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On the first setting out it is well to consider that there are in certain persons peculiar qualities fitting them for success in one particular calling; and it may be laid down as a rule, that if a man's heart is not in his work he will not succeed at it; for, as Shakespeare says, where no pleasure is taken, "no profit grows." At the same time many eminent physicians and others, during the first portion of their apprenticeship, took great dislike to the callings in which they afterwards shone; so it is as well that the worker should avoid coming to a hasty decision, for it may be, when "the jingling of the guinea" is heard a pleasurable impetus is given to the receiver, and the work which proved unattractive whilst unremunerative becomes a powerful passion when it pays.

Barnum the great American showman failed at a good many businesses before he made his fortune, but he held that fortunes could be made in every line; and we are not inclined to dispute it. Although it is uncertain whether the "Prince of Humbugs," as he termed himself, is hocussing his readers in his autobiography, we recommend its perusal to all who take an interest in remarkable success.

Americans are more remarkable than Englishmen for the versatility they display in taking up first one trade and then another not unfrequently, it must be allowed, with success; but without in any way wishing to accuse Americans of being a nation of peddlers, our youth must recollect that a jack-of-all-trades is frequently master of none. Save in exceptional cases the square peg generally finds its way to the square hole, and as this is the case no further notice on this subject is here necessary.

A Scotchman is currently believed to be mentally able to see further into a mill-stone than other persons born south of the Tweed. In looking for work he no doubt considers that if it were not for inventions which necessitate and facilitate the employment of additional workers the nation would have to emigrate or restrain from engaging in matrimony. What may seem but a small invention or improvement in existing machinery to-day, may to-morrow cause employment to be offered to thousands of persons. Take cotton spinning, in which, at the hand-loom, only 70,000 were

recently engaged, and where now, owing to the introduction of steam and machinery, over 560,000 persons, according to the last census, are employed.

What an enormous capital has been expended during the last fifty years in the construction of railways at home and abroad, and what innumerable employés of every description, from director to lamp cleaner, have been called into existence! Gas, electricity, and the numerous inventions of this and other centuries have always created a demand for a new kind of labour; therefore if a Scotchman, or any other man who will think a little, turns his attention to rapidly growing undertakings, he knows that in these, if up to the work, and fairly accommodative in his habits, he is pretty sure of an engagement in some capacity.

One of the faults of the present age is a growing distaste for manual labour, particularly that portion which has been termed "menial labour." Several writers have constantly pointed out the desire of so many but very slightly educated men who wish to become clerks, a step towards what they consider gentility frequently inducing men to resign other employment. Now, leaving further remarks on this branch of the labour market until the proper time, the false notion that all honest labour is not honourable cannot be too strongly condemned. It is, however, especially worthy of remark that among those who are in the habit of receiving "tips," as gratuities from strangers are called, we find the lowest idea of the high nobility of all honest labour; consequently in those occupations where the workers are eager to escape from their duties employment is pretty easily found. Work is also easily obtainable in those callings wherein many thousands of workers are engaged; for the greater the number of persons occupied in any one calling, the greater the certainty of finding amongst them incompetent, or untrustworthy men; therefore, a man possessed of more ability, and more sense, can rely upon having a better chance of being taken on, than the idler, or the drunkard, or any other specimen of that damaged humanity, which Mr. Bright has termed "the residuum."

CHAPTER II.

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WORDS FOR WORKERS.

"Cleanliness is next to Godliness;" so runs the old proverb. The employer, however, is far more likely to engage a cleanly person who may be unable to make pretensions to piety, than a dirty one who is; but inasmuch as the text is more easily made use of than the towel, the employer judges chiefly from what he sees, for he has, at least, personal evidence of the efficacy of the outward application of soap and water; and a clean, tidy man will not only command more respect, but will generally stand a far better chance of gaining the goodwill of the capitalist. Therefore, on first setting out, *be of a bright countenance*, and if necessary assume a cheerful confidence in your anticipated success. Nothing is so catching as despondency, and if you have no hope of yourself, how can you expect others to have hope of you.

An Irishman, notorious for borrowing money, explained his success by replying to an inquirer, "I always ask for what I want as if the last thing in the world I expected was a refusal."

Although not deficient in enterprise and assurance, yet be careful to avoid the extremes; and banish all bad manners by cultivating a respect which is always due to the master and the stranger. Put yourself in his place, and then, imagining how you would act in it, ask yourself what you would require in an employé. Remember that personal communication is the best way to promote confidence, and when it is possible apply by your legs instead of by letter.

If personal application is not possible by reason of distance, or inability to gain access to the employer, be careful not to write either a long or pointless letter. Consult some one in whom you have confidence and who is himself on the high-road to success from his own exertions, and whilst taking care to briefly state your capabilities and experiences, do so in a clear legible hand, on neither too rich nor too poor note paper.

When asked a question, reply without hesitation but not too quickly, uttering your words distinctly and accurately. Avoid being curt or verbose. Your dress, your speech, and your conduct should impress your hearer with a sense of your carefulness.

Tender copies of your references and offer to show the originals, but never leave the latter behind you or entrust them to the post-office; if you loose your own property by imprudence, you will some day lose your master's. Make friends and work your connection as opportunity offers, but take great care not to abuse friendship by converting it into a crutch-stick. A will perhaps not help B himself, but he will very likely not object to asking C to do so. Keep a diary and keep addresses. If you are able, keep too an honest record of your expenditure, the wholesomest investment, and best insurance against destitution. If you only want to grub through life keep no books at all, and take no more trouble than those who, like you, never achieve success.

As Calais was supposed to be graven by Queen Mary on her heart, so let the words "Persistent perseverance" be ever in your head, so that they may be found on your skull when you die.

Take what you can get rather than make the mistake of waiting too long for what you want; for he who says "I want" may some day say "I am in want." Several gentlemen want ten thousand a year paid quarterly in advance. A few grains of reflection and common-sense in hand would be of infinitely more value to them.

Never insult a man by being unpunctual.

A man who has learnt a trade has always something to fall back on. The present Emperor of Germany learned that of a compositor; and although in this country competitive examination necessitates a close application to study during those years in which a lad should be apprenticed, yet a man of the highest ambition could more easily insure his ultimate success by delaying his mental acquirements a few years until he has qualified, say, as a mechanic. There are few callings in which a workman cannot acquire, if he will, both education and culture.

And, as an American writer puts it when speaking of business transactions, "It is those who feel they *must* succeed who oftenest get worsted by speculation."

Parents should, before selecting a vocation for their children, watch the bent of their talents and inclinations and see what they are most fit for. Genius however generally rights itself. Irving the actor and Santley the singer were clerks. Ben Johnson was apprenticed to a bricklayer, and then enlisted as a soldier, before he took up literature; James Cook the navigator was apprenticed to a small shopkeeper; and Dickens and Disraeli began life in a lawyer's office. Time will generally find people at their proper level.

If you want to pass your fellow-men in life, you must know more and work harder in order to rise above them.

Neither before nor after an engagement refuse to do a little more than can be fairly expected of you, for he that makes his employer his debtor has a good friend at his back.

Take care that no one knows more of what relates to your business than yourself, and then by "doing your bottom best" you can console yourself with the reflection that angels could do no more. Having settled in your own mind what are your necessities, take your labour to the best market.

The best market is not always that in which the highest price is obtained.

Make friends, make yourself indispensable, and you will make money.

Look back, look about you, and look ahead, and you will see opportunities and should know how to avail yourself of them.

Be cautious, be constant, be courageous, and when you are certain you are right, go ahead.

Be temperate in all matters, in everything living within your means, being particularly careful in expressing your opinion on religious and political quesitons, for in these things a too free expression of opinion costs more than many can calculate.

Never apply for a situation accompanied by a suspicion of tobacco or drink.

A civil tongue, a club, a church, and, above all, common-sense, which, in reality, is most rare, will assist you in forming a connection. To join a church, however, for this purpose is not religion.

An employer once said to a clerk he had just discharged for showing unfair samples of a parcel of goods, "a man who will cheat for his master will in time cheat his master for himself." These are words of weight which should be engraven on every counter in the country.

Good workers are scarce and the best always in demand, be therefore not only first class but first of that class, and you have the world under you.

Particularly remember that to be out of work is no mark of either energy, ability, or good character.

CHAPTER III.

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FRAUDULENT "SITUATION AGENCIES."—SNARES FOR THE UNWARY.

There are, in all large cities, agencies for bringing together employés and employers. Many of these serve a useful purpose and are free from objectionable practices. There are another class of "situation agencies" which are simply swindles of the meanest kind. There are some of these in almost constant operation both in New York and London, and probably, in less number, in most of the leading cities. The sharpers who conduct these dens fit up an office, prominent among whose fixtures are large volumes supposed to be filled with records of desirable situations open to patrons of the "agency." Then an advertisement is inserted in one or more daily papers, announcing that fine situations and high pay can be had by applying at this agency. Or the advertisement may state simply that a clerk, book-keeper, or other assistant is wanted at such a street and number.

Newspaper men deserve more credit than is sometimes accorded them by those who do not know how much business, profitable to the paper but unprofitable to its readers, is refused by some journals. The *Sun*, of New York, for instance, keeps so sharp a look-out for these frauds that it seems to have excluded them from its columns. We learn that a *Sun* reporter is sent to investigate the genuineness of all such announcements offered, if there is the slightest suspicion. As the *Sun*, with its 125,000 daily issue, reaches a vast multitude who seek its columns, with their multitudes of "wants" of every description, as a guide in securing situations and employment, this course saves them incalculable waste of time and labour, as we can readily fancy how many would flock to answer such an advertisement, even if they did not fall into the snare. But some papers are less scrupulous, or are misled by the seeming innocence of the advertisement, and insert it; the result being a greater or less number of applicants at the advertiser's place.

The first thing required on applying at the agency is the payment of a fee, varying in America from one to five dollars, in London from one to

five shillings. From this point the swindle varies according to circumstances. Sometimes the applicant is sent to a confederate in another part of the city who agrees to engage him, but requires a deposit as security, or the pretended employer may play upon him one or another of the many operations described in *Rogues and Rogueries of New York* and the *Tricks and Traps of London.* By one means or another, the aim is to get all the money possible out of the victim, and then decamp. The "agency" of course denies connection with, and responsibility for, the employer.

Sometimes a "bonus" is charged for a splendid position which the present holder is only induced to relinquish on account of ill-health, or other plausible reason. After paying the amount agreed the victim is introduced into the office of a confederate, who keeps him a week or some short time, and discharges him as not suiting, his wages for the time amounting to only a fraction of the money he paid to secure the place. Or the position is intentionally made so unpleasant that the incumbent voluntarily relinquishes it.

A very simple system has been carried on by some persons in New York. Advertising an employment bureau, the operators have simply collected each day all the advertisements for help which appeared in that morning's papers. When an applicant came, a fee was taken, and he was sent to one or another of the parties who had advertised. Of course he had no more chance of obtaining a situation than if he had applied for it without the intervention of the "agency," but in some cases it may have been secured; if not, he was sent to another of the advertisers, and so on as long as his patience lasted. When tired, he had simply to give up; as the agency professed to be always willing to give him a chance, he could not get his money back unless he could prove actual fraud, and even then it would hardly pay him for the time and trouble of getting it. Had this office acknowledged from what source its information was drawn before taking a fee, the applicant would be in position to determine whether paying it was worth his while.

Sharpers have sent out circulars to induce persons at a distance to send fees to secure positions in the city. Allured by these promises victims have been known to come many miles on bootless errands. A concern of this kind, styling itself the "Merchants' Agency," in New York, got many victims to send $2 as "office fee," and then took no further action in the matter or notice of the anxiously waiting parties.

Cases have come to the knowledge of the police, where attempts were made to secure inmates for houses of ill-fame by advertising for governesses, nurses, or other female help. Ignorant of the character of the house until within its walls, some would not withstand the temptations held out, while threats were used where promises proved unavailing. A powerful

weapon in villanous hands was the fact that the victim was then actually in a disreputable house, and publicity given to that fact, which was threatened, might prevent honest employment elsewhere, or blight the person's reputation. That such a system is general is not asserted, but it has been known to be practised and may be again. An attempt to send women in this way to Havana, under promise of employment as governesses, was detected and frustrated some year or two ago in New York.

While we of course exempt all respectable agencies from the strictures in this chapter, it is well to use caution in dealing with *all* unknown parties. The responsible and reputable concerns will not demur at this as it will be the means of extinguishing the fraudulent ones, which bring discredit upon all.

THE FAITH OF THE FUTURE. — Professor TYNDALL, writing in the *Contemporary Review*, says :— "There are men, and they include amongst them some of the best of the race of men, upon whose minds this mystery falls without producing either warmth or colour. The 'dry light' of the intellect suffices for them and they live, their noble lives untouched by a desire to give the mystery shape or expression. There are, on the other hand, men whose minds are warmed and coloured by its presence, and who, under its stimulus, attain to moral heights which have never been overtopped. Different spiritual climates are necessary for the healthy existence of these two classes of men ; and different climates must be accorded them. The history of humanity, however, proves the experience of the second class to illustrate the most pervading need. The world will have religion of some kind, even though it should fly for it to the intellectual whoredom of 'spiritualism.' What is really wanted is the lifting power of an ideal element in human life. But the free play of this power must be preceded by its release from the torn swaddling bands of the past, and from the practical materialism of the present. It is now in danger of being strangled by the one, or stupefied by the other. I look, however, forward to a time when the strength, insight, and elevation which now visit us in mere hints and glimpses during moments 'of clearness and vigour,' shall be the stable and permanent possession of purer and mightier minds than ours —purer and mightier, partly because of their deeper knowledge of matter and their more faithful conformity to its laws."

CHAPTER IV

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HOW TO GET A SITUATION, AND HOW TO KEEP IT.

Nearly always there are more applicants than openings for salesmen, clerks, book-keepers, and like branches. In brisk times the unemployed may be mostly those unfitted for the positions they aspire to, but these employments are generally the first to be cut off when a business depression comes. It is therefore exceedingly unwise for one to come to this or any other city on mere chance of finding such work. Even promises of employment, unless known to be from a source able as well as willing to secure it, should be acted on cautiously. Positions obtained in this way are often lost and the patron may think he has fulfilled his promise, and leave you to shift for yourself.

In all the prominent business houses of New York there are lists of applicants for any vacancy which may occur. Relatives or friends of the house usually have plenty of relatives or friends anxious to fill eligible positions, and these have the first chance to prove their competency. Thousands who come with pretty good abilities, fair education and plenty of recommendations, find they have over-estimated their abilities, and though good, some competitors are better. It is not at all likely that a young man accustomed, say, to farm life, will be fitted by a smattering of commercial education, for any very desirable clerkship in a great city. This is not said in disparagement; many such men achieve successes and attain eminence in other fields, but they will be apt to lack the readiness in office work possessed by those brought up amid its details. He may be missing better opportunities by seeking this.

The main thing in securing any position in office, shop, factory or elsewhere, is to show that you are both able and willing to perform its duties. Don't vaunt your own merits, but on all points inquired about state simply what you have done and what you can do. If it is a desirable position, and you are confident you can fill it satisfactorily, don't be too eager to secure the tip-top wages at first, neither pretend that they are no object. Have it understood, if you come at low wages, it is to prove your ability, and that the remuneration is subsequently to be adjusted proportionately.

Sometimes an unfavourable impression is created by the applicant seeming to be "above his business." A youth applied for "anything to do" in a shipping house in South-street. "Young man," said the plainly-dressed head of the house, owning scores of merchant ships, "I have no employment just now to give you, even if I thought my work would suit you; but, if you will permit me, I will give you a bit of advice which may help you in getting it elsewhere: don't go around for an eight or ten hundred dollar clerkship with lavender kids and a gold-headed cane. Good morning, sir."

A Philadelphia hatter, a man of wealth and honour, in the absence of the usual messengers, directed one of his clerks to take home a hat which had been ordered. The young man, with an air of offended dignity, replied that he was not employed as errand boy. The hatter, who had been lending a hand at some work in his factory, put on his coat without removing his apron, linked his arm in that of his dainty clerk, and proceeded on the errand, himself carrying the hat in his other hand.

There are many things which an employé might reasonably consider outside his duties. If he engages to act as book-keeper, to be required to shovel snow or get in coal would be an imposition; yet there might be emergencies when there would be no sacrifice of self-respect, or the respect of right-thinking persons, in doing either. Less glaring examples frequently occur. An obliging spirit is a recommendation. If imposed upon, the strict letter of the agreement may be fallen back on. Mr. Jonathan Sturgis, an eminent New York merchant, tells an apt story of his own experience:—

"I received a lesson soon after I came to this city as a clerk to the late Lyman Reed. A merchant from Ohio, who knew me, came to buy goods, and said: 'Make yourself so useful that they cannot do without you.' Well, I worked upon this idea until Mr. Lyman Reed offered me a partnership in the business. The first morning after the partnership was made known, Mr. James Geery, the old tea-merchant, called to congratulate me, and he said: 'You are all right now. I have only one word of advice to give you; be careful who you walk the streets with.' That was another lesson."

It is told us that the Rothschilds never take into their employment any person who has been unsuccessful in the affairs of life, and that the fact of any man having failed in an undertaking is in itself an absolute bar to his entering their service. The great New York millionaire and man of business, A. T. Stewart, has for a quarter of a century carried out a policy exactly opposite to that attributed to the Rothschilds, and has always been in the habit of taking into his employ men who had previously failed in business on their own account, not considering that one failure indicated an absence of capability on their part. He has probably at this time no less than one hundred of these merchants in his service in various capacities

at home and abroad. Most of them are men of middle age, but many are even older than that. He considers them the most valuable and faithful of his subordinates, and acknowledges how much they have done to build up his immense interests. He not only gets the benefit of their experience and knowledge, but many of them have been the means of bringing him a large amount of business through their mercantile connections and acquaintances. He often takes in men who, before their failure, had been among his sharpest competitors. By steadily pursuing this line of policy, he has surrounded himself with thoroughly efficient clerks, men who know their business, and guard his interests wisely. However he may regard failure elsewhere, while in his own employ success is essential to retention of position. If any department fails to make a profit, the head thereof is discharged. The wisdom of his management is not discussed, changes in the market competition or other unavoidable causes may have produced the result. Some of the ablest men have been thus dismissed, some who have immediately secured equally good positions in rival houses.

The secret of retaining a position once secured is simply to make it to the advantage of your employer to keep you. Even if he is actuated by purely selfish motives, you can command salary proportioned to your value, and if one won't pay it others will, but you must prove your value. Patience, too, must be practised; be sure of a better thing before abandoning what you have. When your employer's friends see he has a treasure in you, your market value will go up. One thing should be remembered, the great want is men who can be depended upon. There are lots of stories of good little boys who secure situations simply because their mother's bible tumbles out of their pockets when they pull out their handkerchiefs, and speculative youngsters may have profited by these lessons, and invested in bibles for similar purposes; but, fishy as such anecdotes sound, there is a good deal more in sound, firm, upright principles than is sometimes thought. They tell the following good story about Horace B. Claflin, a New York merchant:

On the 15th of February, about 5 o'clock, Claflin was sitting alone in his private office, when a young man, pale and careworn, timidly knocked and entered. "Mr. Claflin," said he, "I am in need of help. I have been unable to meet certain payments, because certain parties have not done as they agreed by me, and would like to have $10,000. I came to you because you were a friend to my father, and might be a friend to me." "Come in," said Claflin, "come in and have a glass of wine." "No," said the young man, "I don't drink." "Have a cigar, then?" "No, I never smoke." "Well," said the joker, "I would like to accommodate you, but I don't think I can." "Very well," said the young man, as he was about to leave the room, "I thought perhaps you might. Good day, sir." "Hold on,"

said Mr. Claflin; "you don't drink?" "No." "Nor smoke?" "No." "Nor gamble, nor anything of the kind?" "No, sir; I am superintendent of the —— Sunday school." "Well," said Claflin, with tenderness in his voice and his eyes, "You shall have it, and three times the amount if you wish. Your father let me have $5,000 once, and asked me the same questions. He trusted me, and I will trust you. No thanks, I owe it to you for your father's trust."

But *mock* piety is not likely to pass muster.

Sometimes seeming chance has turned the tide of disappointment with an employment seeker. A story is told in several versions, credited to different individuals, which is curious. We give one of the accounts:

We have all heard of the lad who stopped to pick up a pin as he was sadly leaving the presence of the rich banker of whom he had asked for employment in vain, and was thereupon recalled, given a stool in the office, afterwards taken into partnership, and died immensely rich. It may well have been true, as many fortunes have turned upon as slight points as that. The other day Herr Muhl died at Colmar—late of France, but now of Germany; twice over a millionaire, who owed all his fortune to his hat. He had been apprenticed to a turner, and in the course of his *Wanderjahr*, or travelling year of the German journeyman, he found himself in Colmar, and applied to Messrs. Well and Boutron, who had a great machine shop, for work. The ragged and barefoot boy, with his knapsack on his back, did not commend himself to his masters, and he was told to go about his business. As he was going, the master-machinist called after him,—"I say, man, what kind of a hat is that you have on?" "A wooden one, sir." "A wooden one! and where did you get it?" "I made it, sir." "How?" "With my lathe. I had a long way to go, and needed a hat to keep out the rain, and as I had no money to buy one, I made this out of wood." "But this is oval, and an oval form cannot be made with a lathe." "That is true, sir; but, nevertheless, I did it. I took my central point, and worked away till I made my hat." The keen-sighted turner at once engaged him, and found him to be a mechanical genius as well as a good workman. He became a partner, and afterwards sole proprietor under the Gallicized name of M. Monin, and died the richest man of the whole countryside.

Another bit of luck in getting a situation is related by the *Comic Monthly*, and *may* be true, to the effect that, years ago, into a wholesale store in Boston walked a tall, muscular-looking, raw-boned man, evidently a fresh comer from some back town in Maine or New Hampshire. Accosting the first person met, who happened to be the merchant himself, he asked:

"You don't want to hire a man in your store, do you?"

"Well," said the merchant, "I don't know, what can you do?"

"Do," said the man, "I rather guess I can turn my hand to most anything. What do you want done?"

"Well, if I was to hire a man, it would be one that could lift well, a strong, wiry fellow—one, for instance, that could shoulder a sack of coffee, like that one yonder, and carry it across the store and never lay it down."

"There now, captain," said our countryman, "that's just me. What will you give a man that can suit you?"

"I'll tell you," said the merchant, "if you will shoulder that sack of coffee and carry it across the store twice and never lay it down, I will hire you for a year at $100 per month."

"Done," said the stranger; and by this time every clerk in the store had gathered round, and stood waiting to join in the laugh against the man who, walking to the sack threw it across his shoulder with perfect ease, although extremely heavy, and walked with it twice across the store, went quietly to a large hook which was fastened in the wall, and hanging the sack upon it, turned to the merchant and said, "There, now, it may hang there till Doomsday; I shan't never take it down. What shall I go about mister? Just give me plenty to do and $100 a month, and it's all right."

The clerks burst into a laugh, but it was out of the other side of their mouth; and the merchant, discomfited yet satisfied, kept the agreement, and to-day the green countryman is the senior partner in the firm, and is worth half a million dollars.

A writer in an Indiana paper, gives an example attesting the importance of a good reputation in securing the best places :—

"I saw a young man in the office of a western railway superintendent. He was occupying a position that four hundred boys in that city would have wished to get. It was honourable and 'it paid well,' besides being in the line of promotion. How did he get it? Not by having a rich father, for he was the son of a labourer. The secret was his beautiful accuracy. He began as an errand boy, and did his work accurately. His leisure time he used in perfecting his writing and arithmetic. After a while he learned to telegraph. At each step his employer commended his accuracy, and relied on what he did because he was sure it was just right.

"And it is thus with every occupation. The accurate boy is the favoured one. Those who employ men do not wish to be on the constant look-out, as though they were rogues or fools. If a carpenter must stand at his journeyman's elbow to be sure his work is right, or if a cashier must run over his book-keeper's columns, he might as well do the work himself as employ another to do it in that way; and it is very certain that the employer will get rid of such an inaccurate workman as soon as possible.

"I know such a young man. He had a good chance to do well, but he was so inaccurate and unreliable that people were afraid to trust him. If he wrote a deed, or a mortgage, or a contract, he was sure either to leave out something, or put in something to make it an imperfect paper. He was a lawyer without business, because he lacked the noble quality of accuracy. Just across the street from him was another young lawyer, who was proverbial for accuracy. He was famous for searching titles, and when he wrote out the history of a title to a piece of property, it was taken for granted as just so. His aim was absolute accuracy in everything. If he copied a conveyance, or cited a legal authority, or made a statement, he aimed to do it exactly. The consequence is, he is having a valuable practice at the bar, and is universally esteemed."

CHAPTER V.

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CLERKS.

In former times readers would have expected an allusion to lawyers or clergymen under this title, but in these days every one who can hold a pen has a pretty clear idea that when we write of clerks as a class, we allude more particularly to the patient bookkeeper, and the sometimes impatient official, the secretary, and the shorthand writer, as well as the mercantile, banking, and general trading employés, whose business is to attend to the books, and minor details of their master's transactions.

Employment under Government demands a separate notice ; and without any disrespect to clerks in holy orders, we must leave them, and members of the legal profession, for subsequent chapters.

The views expressed in this chapter may appear to be somewhat discouraging. particularly to those holding very opposite opinions, and with but a slight knowledge of the subject. A little timely discouragement, however, may prevent others from joining an army of martyrs, and, we hope, by repeating the warnings so often held out to would-be clerks, to hinder many from encountering much hopeless misery.

Having frequent cause to deplore the increasing number of men living in the hope of obtaining situations, we consider it necessary, before entering more fully into our directions, that the aspirant should be asked if he is ever likely to become qualified for such work. There are other occupations, fortunately, in this world, and it may be that one or more of them are better adapted to your abilities. Pride generally slips through empty pockets, so, unless you can afford to be independent, take any honest job obtainable, rather than find by bitter experience that you are not the man an employer wants as a clerk.

A simple-minded friend rushed into our room one day, and in high spirits informed us that he had "heard of some capital situations down at the docks, with salaries of from £400 to £800 a year." The poor man was as much delighted as if he had been promised the next vacancy; yet it was a post he was not only unfitted for, but without the slightest chance of filling. Good situations attract the thousand, and, unless you are the "one of a thousand," your chance is *nil*.

All trades, as well as professions, require learning, and before you can obtain a situation, even as an apprentice, you must possess certain qualifications. These qualifications in the case of a clerk, beginning from the bottom, include health, honesty, industry, and frugality. Supposing you the fortunate owner of these requirements, do you write a really good hand, and are you willing to make yourself generally useful? If so you may expect, if between 13 and 16 years of age, to get an office or errand boy's place where your abilities will sooner or later be recognised.

Many of our most successful men have so begun, and if the salary of the office is *nil*, or only five shillings a week, having much to learn you must be content with it. Your schoolmaster, or others interested in your welfare or in that of your parents, may be induced to use what little influence they have; but if you have no friends, and no means of searching the papers, you had better try something else. On the other hand when your friends have once given you a start they generally leave you to your fate. As an errand boy you might earn six to fourteen shillings a week to commence with, and a perusal of the *Daily Chronicle*, *Telegraph*, or a walk through the principal streets will quickly guide you to any number of situations.

If your knowledge of book-keeping, or other office routine, is a little further advanced, and your years under greyness, without increased qualifications besides these, and others before-mentioned, when out of a place you are but one of a very large class of unemployed.

Although fully competent to take a junior clerk's situation, you may be a long time searching for employment if without that powerful interest which occasionally can procure places for protegés; therefore make up your mind to learn to answer advertisements and to wait. We purpose giving some hints on "how to answer an advertisement," with fac-simile specimens from successful applicants. You cannot as yet expect a salary, unless have you served an apprenticeship elsewhere. It would scarcely be fair to those who have spent so much time, and indeed money, in fitting themselves for the place you prefer, if others who had not done so, were preferred before them.

The sons of men in business, as well as foreigners and many desirous of learning it, are only too glad to get a desk in an office, and in some cases even to pay a premium for the privilege. These have, perhaps, an education and qualifications which you do not possess. They may be good linguists, mathematicians, and able to bring a first-class business to the firm. Nevertheless you may, by daily searching the country and even the London papers (at Deacon's, in Leadenhall-street, for instance), or spending £10 or so in judiciously worded advertisements, get a place with a salary of from £35 to £60 a year. If so far fortunate never be tempted,

unless certain of other employment, to leave in the expectation of bettering yourself.

Having secured a situation you may hope some day for increased wages from your employer, or from someone who has recognised your worth, or from someone in the same line of business, or again from an advertiser. A position should not be exchanged in a good firm for a slightly increased salary in an inferior one.

Presuming that you thoroughly understand book-keeping by double entry, correspondence in two or more languages, and can make out an invoice, current account. account sales, etc., your handwriting being something out of the common, few merchants in want of a clerk will overlook your application. You must not, however, expect more than £100 a year, and your personal appearance must be such as would lead a stranger, or anyone calling on business, to suppose you to be the happy possessor of twice that income.

In proportion as you become indispensable to your employer your salary will increase. Of course your employer may fail, or be forced to reduce his staff of clerks, or you may be required to make way for a relation ; such risks you must be aware of when entering on your career. We believe there are two Clerks' Provident Societies, both of a somewhat benevolent nature ; if satisfied of the solvency of either or both of these, you may be able to provide against ordinary contingencies. Should your employer fail you from no fault of your own, if thoroughly efficient you may rest confident in the opinion that good clerks are not in excess of the demand at much below £100 to £150 per annum.

The obstacle which hindered your obtaining a situation when less efficient now becomes of great service. Sons of the house, as well as others with or without influence, are taken into partnership. This constant selection from the top layer causes continual vacancies. These vacancies are increased by the action of men who desire to be their own masters.

A contagious speculative spirit inducing many to surrender high salaries, you will find, generally speaking, that men are content to take less with what they consider independence, than they would receive as subordinates ; so, should you be inclined to set up on your own account, figure out what you are likely to make, get some friend in the trade to check your calculation, and divide by four. You can compare the result with your salary. Should you show signs of being competent for the work, your employer may employ you as sale clerk, or delegate to you the smaller transactions of the firm, making you in fact an authorised clerk. Such services are remunerated at the rate of £100 a year upwards, and imply a confidence reposed in you by your employer which you have probably well earned. When an employer cannot discover the necessary qualifications in any of his clerks,

he has to go elsewhere in his search ; and we would here suggest that you will find a knowledge of the retail trade previously gained behind a counter prove of great service.

Retail experiences assist many men over the heads of capitalists engaged in dealing wholesale ; for not only does the question continually arise as to what the public want, but also the more important item of what the public will pay. For instance, one kind of food will, at a reduction in price, commend itself to a housekeeper before another description, and *per contra* when the price rises buyers again become scarcer. The same with other products. This sort of experience is not gained at college, nor in a counting house, but it is of special value to the large operator.

By looking through the list of new companies registered which appear every week, if you do not recognise an acquaintance among the names of the promoters, you may occasionally get the start of others, and by taking temporary employment, if offered on application at the office, sometimes secure a subsequent permanency.

The positions chiefly sought in London firms are in connection with Mark-lane, Mincing-lane, Baltic, Stock Exchange, and Lloyds. You may, by constantly calling on traders, whose names you have carefully selected from a directory, chance to obtain a situation, but the chance is so remote, and the appeal so much like a begging one, that we cannot recommend it. Cases, however, have been known where an employer, interested in a persistent caller, has procured or given him some very subordinate post. Shorthand writers, if able to do 150 words a minute, can find vacant situations, varying in value from £60 a year upwards, by looking in the papers. For such (see also under the head of reporters) and other clerks, we suggest as the best advertising media, the *Times*, *Telegraph*, *Daily News*, *Standard*, and *Christian World*. Vacant official appointments advertised in the two first-named are generally inserted in different columns to the "persons wanted."

If you Advertise do it thoroughly before you begin to run short of money, and avoid agonising. A clerk who received several hoaxing answers to an advertisement, commencing "Agony," assured me he expended over ten shillings on it, without obtaining a *bona fide* offer. His knowledge of French, German, and Spanish was as good as his character, but he came smelling strongly of tobacco, and by his manner did not appear to be "willing to do anything."

In Answering an Advertisement : We must here content ourselves with briefly remarking, that when advertisers require premiums, or deposits, the greatest caution is necessary ; and such situations should only be accepted with the approval and recommendation of a trustworthy man of business. The social position of a clerk is considered to be superior to

that of mechanics, but it is so only because many clerks have received greater educational advantages, and are the children of parents of higher social standing. Men influenced by a laudable ambition to rise in the world, no less than by the lower motive of obtaining "a *genteel* occupation," are willing to take small wages as clerks. Consequently, whilst the situation is sought as means to an end, so long will the necessary preliminary education and training bring in a poorer return than occupations which men seek from purely mercenary motives.

Joint-stock companies largely increase the demand for clerks, and though frequently sound institutions, young men desirous of rising rapidly will find better chances outside. If the risk is greater with private firms, business qualities are more quickly recognised, and at the end of five years the future success or non-success of a clerk is easily discovered. A lad whom some kind-hearted friend or relative gets into a situation at a warehouse or counting-house, generally flounders through the first two years waiting for an opportunity. The opportunity at last comes, and he either does not see it, or neglects it. It comes again and again, each time in vain, and he goes to his grave lamenting his bad luck.

The few seize the opportunity when it comes; the employer always finds them ready, quick, and obliging, and cannot help admitting he "never had such a clerk as Smith." By degrees Smith is asked to do this and that, until perhaps the employer, finding he can't do without Smith, makes him a partner or leaves him his business. Had the employer noticed that Smith apparently kept late hours, stayed out too long for his dinner, came late or went too early, neglected doing his work, or omitted that careful attention to himself, or had Smith been in anyway reprehensible, Smith would have been "just like the rest of them, though perhaps not a bad young man."

When an employer asks for anything it should either have been placed previously within his reach, or should be handed to him within five minutes.

Situations are mostly obtained from or through friends. Hours chiefly from 9 till 6, except on Saturdays. Holidays, besides recognised public ones, rarely exceed a fortnight, or in some offices, three weeks. An employé is expected to stop until the work is done, especially on mail nights, when clerks may be detained until near midnight. If a mistake occurs which prevents the half-yearly accounts balancing, let it be only a penny, extra exertion is demanded until the error is discovered. There is no pay for overtime, and the more busy times are generally expected to balance the dull ones.

Stamps, writing paper, pen, pencils, and envelopes belong to the employer, and are not to be used for a clerk's private affairs. Salaries are now allowed to be drawn monthly, so there is no excuse for getting into debt, nor for borrowing out of "petty cash."

If a clerk gets into trouble, it is generally supposed that the last person to know it should be his employer. We are of a contrary opinion, but cannot recommend clerks always to accept invitations to their employers' houses. At the same time, a circumstance which happened at the private house of an employer reminds us that employers are wise in inviting their clerks from Saturday to Monday. On one occasion a gentleman discovered his clerk taking a mean advantage during a game of whist, which so aroused his suspicions that he took the first occasion of examining the books in the clerk's absence; ultimately recovering a few hundred pounds the trusted employé had attempted to embezzle.

A clerk may expect a natural enemy in his employer's wife. Be she ever so gentle, a suspicion of those who perhaps know more of her husband's affairs than herself is constantly in her mind. It may be, that finding her husband easily managed, the wife believes the clerk has the same power as herself, or possibly, she may consider the master is paying the clerk too much, and giving her ("and the children") too little. A story is told of a Scotch lad who went so far at breakfast, in his attempts to please his employer's wife, as to eat a bad egg, and to answer that he preferred them a little high. Of course, the line must be drawn somewhere, and we regard the statement of this Scotch clerk as coming beneath the line. Never allow the wife to pump you about her husband's affairs; she may be only trying to find out whether you are entitled to her husband's confidence, and you ought to be aware, that out of the office you know nothing about what goes on in it. Whilst there is safety in silence, loquacity may lose you an employer, and to go in search of a situation with a bad tale of your late master is a hint of what you are likely to say of your next one.

Having kept the books in a proper manner, in the event of a collapse the accountant who is called in will be able to employ you or to give you a recommendation.

Certain public offices, and small tradesmen, require temporary assistance, which you are not entitled to give without your employer's knowledge. Your evenings and holidays are his, and he expects you to take proper care of yourself, and to be fresh for the day's work. If you feel inclined for more work ask your fellow-clerks for some of theirs; it is your best investment. Some further hints will be found in "Words for Workers," chapter 2.

Books relating to business, particularly the line you are in, should be carefully studied. Billiard rooms, etc., should be avoided, and, in two words, "Don't Idle."

CHAPTER VI.

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GOVERNMENT APPOINTMENTS.

The clerk in a Government office is generally supposed to be a being with unlimited leisure and limited learning; one who walks home by back streets when society is out of town, in order that he may be considered to have less to do than he really has by persons who are acquainted with his well-dressed body only by sight. Perhaps some of the strictures have been well merited by a few fops who have found their way by the back staircase to drawing-room situations; but take them all round, a more respectable and intelligent class of employés does not exist on the earth. The pay is not high, but then it is sure; and the pension possesses a powerful attraction to men who are content to work in a groove between two lines of red tape.

Patronage Appointments can only be obtained through powerful influence. Backed with this, if an applicant applies for a situation he is assured that very few patronage appointments are at the disposal of anyone. A little more persistence results in his being asked to indicate a vacant post —by no means an easy matter. Supposing he discovers one, he will be met with the reply that it is already filled up. He may then get his name on a minister's private list, and it may stop there until the ministry goes out, and his chance with it, unless the applicant can persuade his influential friends to go out of their way and beg or insist upon "his claims" being recognised. On the other hand patronage may pick out the right man withouttthe individual pressing his claims, if such an one is distinguished for a thorough knowledge of a certain subject. The salary the nation then offers is generally below what a man could earn by his independent effort. A secretaryship to an influential member frequently leads to patronage appointments. For some of these appointments a certain amount of examination has to be passed.

Open Competitions.—Notice of those examinations open to the public are published in the *London Gazette* and in many of the daily papers. Two guides, one issued by Stanford, Charing Cross, contains about 223 pages, and another, Johnston's, published by Longmans, Paternoster-row, of about 192 pages, afford most of the requisite information. No price is

affixed to either. There are also Government reports, regulations, etc, which may sometimes be obtained at half-price from a second-hand bookseller, Olyett, Hanover-street, near the Queen's Theatre. The office of the Civil Service Commissioners is in Cannon-row, Westminster, where the regulations can be obtained. As regards the value of competitive examinations it is no part of our business to dwell. They supply the place of that personal knowledge and responsibility of selection which added so much to the labours of the members of the Ministry. Messengers, porters, warders, matrons, etc., are not subject to competitive rules. There are three kinds of clerks.

Beginning with the highest class the preliminary pay varies in different offices from £100 to £300 a year, the ultimate prospect being in some cases as high as £1,200 a year. Vacancies very rarely occur. Examinations take place in London, fees £6. Age between 18 and 24 years.

"Supplementary Clerks," generally 16 to 20 years of age, may receive £80 to £100 to start with; fees £1 10s.

"Writers" are paid 10d. an hour, and appear to be in continual demand. Fee five shillings; age for men writers, over 18. "Boy writers," 14 to 18 years of age, get 12 shillings a week; fee 2s. 6d.

Examinations are also held in Edinburgh and Dublin. We have no idea what become of the fees, but it is no unusual circumstance, we believe, for 50 applicants to enter for four vacancies. Hours are from 10 to 4, in some cases 11 to 5, and in a few 10 to 5. Holidays, a fortnight to eight weeks. Candidates must be able to satisfy the Commissioners that they are healthy, honest, within the limits of the prescribed age, and of fair ability. After passing in Handwriting, Orthography, Arithmetic (to Vulgar and Decimal Fractions), and English Compo sition (for writers the two latter are optional), first class have then to pass in English Composition, and Précis, 500 marks, History of England 500, English Literature 500, and the Language, Literature, and History of Greece 750, Rome 750, France 375, Germany 375, Italy 375, Mathematics (pure and mixed) 1,250, Natural Science, that is (*a*), Chemistry, including Heat, (*b*) Electricity and Magnetism, (*c*) Geology and Mineralogy, (*d*) Zoology, (*e*) Botany 1000. The total (1000) may be obtained in any two or more of the above five branches of science. Moral Sciences (Logic, Mental and Moral Philosophy) 500, Jurisprudence 375, Political Economy 375. Total 7,250.

Second class—Handwriting, Orthography, Arithmetic, each 400, Copying MS. to test accuracy, Digesting returns into summaries, English Composition, Geography, English History, Indexing or Docketing, and Bookkeeping, 200 each. Total 2,600. Candidates cannot go in for one particular office. If you know an examiner you may through him obtain the name of a good "crammer." Such proficients of the art of coaching

candidates are seldom bashful about advertising, however, so a little trouble will find them. Their terms vary, but if not out of proportion to the benefit received, are above the means of the many. The examiners endeavour as much as possible to test the amount of knowledge possessed by a candidate; and to arrive at this, questions are asked which perhaps some of our greatest scholars could not answer. On the other hand the best candidates from a schoolmaster's standpoint are soon sifted out.

"Persons actually serving in the army or navy will not be admitted to compete for situations in the Civil Service.

"Members of the Royal Irish Constabulary of less than twelve years' service will not be admitted to any open competition, until they have resigned their appointments in that force, unless the Inspector-General of Constabulary shall otherwise recommend. Anyone who after succeeding in any examination held under these regulations may have declined to accept the situation offered him in accordance with their provisions, or who may have accepted such a situation and passed into actual employment in the Civil Service, will be disqualified for admission to any subsequent competition for the same situation or class of situations.

"Candidates who have served as pupil-teachers or schoolmasters in schools under inspection by the Committee of Council of Education, England, or by the Commissioners of National Education, Ireland, will be reported specially to those Departments, and such of them as have been trained in normal schools at the public expense will not be qualified to receive appointments in the Civil Service until the consent of those Departments, given in conformity with rules sanctioned by the Lords of the Treasury, has been notified to the Civil Service Commissioners.

"In reckoning age for competition the following allowances will be made, viz. :—(1) members of the military and naval services (whether commissioned or non-commissioned) may deduct from their actual age any time during which they have served; (2) persons who have served for two full consecutive years (*a*) in any Civil situation to which they were admitted with the certificate of the Civil Service Commissioners, (*b*) in the Royal Irish Constabulary, or (*c*) as Registered Writers in connection with the Civil Service, may deduct from their actual age any time not exceeding five years which they may have spent in such service."

Candidates must be born in English territory, unless special interference is obtained. As full information can be easily obtained on matters relating to the Civil Service employment, there is no occasion to mention the names of the offices, the salaries, or to give specimen examination papers in this work.

Efficiency is a greater requisite to the nation than economy; at the same time a reduction in the staff of Government employés would follow a

decreased taxation, and the majority of taxpayers would be glad to find that the services of so many officials could be reduced without endangering that efficiency for which our Civil servants are remarkable. The position is one likely to attract candidates for many years at the present rates of pay, but dear meat, and other costly items now considered among the necessaries of life, will in time so pinch the public servant, that, unless the salaries are increased, the number of applicants for every vacant situation will sensibly (very sensibly!) diminish. The following figures speak for themselves. Census 1871.

MALES EMPLOYED.	All Ages.	Under 20	Over 20 Under 25	Over 25 Under 35	Over 35 Under 45	Over 45 Under 55	Over 55 Under 65	Over 65
In Civil Service	25717	2653	2778	6194	4512	4178	3060	2342
As Commercial Clerks	89630	28231	20135	20804	9799	5495	3290	1876
Per Cent. of Total { Civil Service		10·3	10·8	24·1	17·5	16·3	11·9	9·1
Per Cent. of Total { Commercial Clerks		31·5	22·5	23 2	10·9	6·1	3·7	2·1

It will be noticed that the Government clerk sticks to his selected calling more closely than the commercial clerk, the latter forsaking his business at an earlier age. Pensions and the differences of the two positions account for the steady perseverance of the Civil servant, and the remarkable tailing off of the more independant clerk, who either sets up for himself in business, or finds other occupation abroad, or, sometimes, at home. The life of the one is probably very little longer than the life of the other, but we suspect statistics would show the Government clerk lived the longer.

CHAPTER VII.

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THE BAR.

We assume, of course, that the candidate has finished his general education, whether at school or at college; though if, from considerations of age or otherwise, he should wish to do so, he can keep terms at college and at an Inn of Court simultaneously. The first consideration will be at which Inn shall he enter. The Inns of Court, mentioned in the order of seniority, are the Temples (Inner and Middle), Lincoln's Inn and Gray's Inn. If our student proposes to practise at the Chancery Bar, there can be no doubt that Lincoln's Inn will be the best for him; at any rate, until the new Courts of Law are built in the neighbourhood of Temple Bar, since the Chancery Courts now sit in that Inn, and by having chambers in their vicinity he will be able to save a great deal of valuable time, which is necessarily wasted by common law barristers while they are waiting at Westminster for their cases to come on. But if he proposes to go to the Common Law Bar he should enter at one of the Temples or at Gray's Inn. As the expenses at each Inn and the curriculum of education are almost the same, it does not much matter which, and we will assume, therefore, that our future chancellor proposes to enter at the Middle Temple.

To do so he must present himself at the Treasury Office, in Plowden Buildings, between ten and four o'clock, and ask for a form of admission, for which he will have to pay one guinea. This form, which he will have to fill up, states his name, age, parentage, residence, and description, and discloses that he is desirous of being admitted a student of the Society for the purpose of being called to the Bar, or of practising under the Bar, and that he will not either directly or indirectly practise as a special pleader, or conveyancer, or draftsman in equity, without the special permission of the Masters of the Bench of the Society. It then goes on to declare that the applicant is not an attorney at law, solicitor, a writer to the signet, a writer of the Scotch Courts, a proctor, a notary public, a clerk in Chancery, a parliamentary agent, an agent in any court original or appellate, or a clerk to any justice of the peace, and that he does not act in the capacity of a clerk to any of the above-described persons. This application must be signed by two barristers (members of any of the Inns of Court), who must

certify that they believe the applicant to be a gentleman of respectability, and a proper person to be admitted a member of the Society; and it must be approved by the Treasurer of the Inn, or in his absence by two benchers. In a few instances some difficulty may be experienced by the applicant from his, perhaps, not being acquainted with any barrister or bencher, but this, like many future difficulties in his way, may soon be overcome. If he knows or can get a satisfactory introduction to any barrister or bencher, that gentleman will soon get his admission papers duly signed for him. This having been done, his next step, unless he is a member of some university, is to offer himself for preliminary examination before two or more examiners of a joint board, appointed by the several Inns of Court, whose duty is to ascertain and certify whether the proposed student has a sufficient knowledge of the English language, the Latin language, and of English history to qualify him for efficiently studying the law. This qualification is assumed in the case of members of any university within the British dominions, and the examiners have power, in the case of other persons, to report any special circumstances to the Masters of the Bench of the Inn of Court of which they may desire to be admitted as students, upon which report the Masters of the Bench can relax or dispense with this regulation, in whole or in part, whenever they may think the special circumstances reported justify a departure from it. This dispensing power is most frequently exercised in favour of students from India, or other remote parts of the empire, where the study of Roman law, and, consequently, knowledge of the Latin tongue, is of less importance than in this country. In such cases proof that the applicant is acquainted with the language in which the fundamental laws of his own country are written, is commonly accepted as a sufficient ground for exempting him from passing an examination in Latin. Meetings of the examiners, who are commonly barristers, are held at least once in every week during each law term, and once in the week preceding each law term. Two days' notice of his intention to attend and submit himself for examination must be given at the treasury or office of the Inn which the student proposes to enter, and he is then informed at what place and time he must attend for examination. On presenting himself to the examiners he is courteously examined. If he fails, he is requested to attend at some future day; if he passes he receives a certificate to that effect, and upon presenting it at the treasury he pays his fees and receives an order for admission to commons in the hall and the library, and, therefore, becomes a student at law.

The fees payable, in addition to the guinea before-mentioned, are for stamps and fee on admission, £35 1s. 3d., and for public lectures £5 5s. Unless the applicant be a member of some university he is required also to make a deposit of £100, which latter sum, however, is returnable on

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death or withdrawal, and also covers the expenses attending his subsequent call to the Bar. Members of the Scotch Bar, as well as members of the Universities, are exempt from this deposit on production of a certificate of membership, but before call to the Bar a degree must be taken, or two years' terms kept at the university, otherwise interest at the rate of four per cent. will be charged. The student must also get two householders to join with him in a bond to observe the rules and discipline of the Society, and to pay all moneys that may become payable to it. He will also have to pay "duties," amounting to £1 per annum while he is a member of the Society. In some of the Inns these duties may be commuted for a ready money payment.

On the same evening, or as soon afterwards as may be convenient, he must present himself before 6 o'clock in the hall of the Society, and commence "keeping his terms," by dining with his fellow-students. Each mess consists of four members, and has a separate dinner served to it, consisting of soup or fish, a joint, a tart or pudding, bread, cheese, and beer *ad libitum*, and a bottle of port or sherry, or two bottles of light burgundy or claret.

On "Grand days" a capon or goose is added, and a bottle of champagne or other wine, as may be preferred. For this excellent dinner the students at present are only charged two shillings each, a sum which it need scarcely be said (irrespective of the wine, which is a gratuity from the Bench) does not remunerate the Society.

A dinner of this kind must be eaten, or at least attended, three times in each term (three or four terms in each year) by each student, who is at the same time a member of an university, and six times by every other student, until he has kept twelve terms, or has had certain terms, not exceeding four under any circumstances, remitted by the benchers on account of his merits in the examinations, or for other special reasons.

The professional instruction supplied to the students by the Inn, consists, first, of access to an ample library, where they will find almost all the books they need in law, history, or literature; and, secondly, of lectures and private classes in jurisprudence, common law, equity, and real and personal property, delivered and superintended by competent and well-salaried lecturers appointed by the several Societies. The attendance at these lectures and classes is voluntary on the part of students. The fee for attendance at lectures is included in his admission fees, and he may attend all the private classes on payment of five guineas a year. At these classes the students are encouraged to ask for information, to discuss the subjects of the lectures, and to "moot,"—that is, to argue with each other upon the points of law under consideration. Students, who can afford to do so, also read for six months or a year with a special pleader, equity

draughtsman, or conveyancer—frequently with each,—and are recommended, but are not obliged, to do so. These gentlemen are lawyers who (generally) have not been called to the Bar, but practise, as it is termed, under the Bar; and their functions with respect to their pupils somewhat resemble those of tutors or "coaches" at the universities. The special pleader does, or should, instruct them in drawing declarations, pleas, rejoinders, issues, etc., commonly known as "the pleadings," which indicate the various stages of a suit from the issuing out a writ until the suit is ripe for trial, and in consideration of which the legal bearings of the cases are commonly well sifted and the questions to be decided eliminated. The equity draughtsman does the same with respect to wills, answers, and other pleadings in chancery cases. The conveyancer teaches them how to draw conveyances, settlements, bills, and other legal instruments employed in the transmission of real and personal property. These gentlemen commonly receive a fee after the rate of one hundred guineas a year from each pupil; and it is very important that the pupil should, if he can, select one who, with sufficient practice to afford him a practical insight into business, should not have so large a practice that he has no time to instruct or superintend the progress of his pupils personally.

Having kept his terms, the student, before he is called to the Bar, must undergo a second examination, and will not be called unless he has obtained a certificate that he has passed a satisfactory examination in Roman Civil Law, the Law of Real and Personal Property, and Common Law and Equity; but the Council of Legal Education may accept a degree in law granted by any university within the British dominions as an equivalent for the examination in those subjects, provided they are satisfied that the student, before he attained his degree, passed a sufficient examination in them. There are four examinations in each year,—partly in writing and partly *viva voce*,—and at those held before Hilary and Trinity terms, there is an examination for studentship and honours. The Honours List contains two classes, in both of which the list is alphabetical.

The examination for Honours is in Jurisprudence, including International Law, Public and Private; the Roman Civil Law; Constitutional Law and Legal History; Common Law; Equity; the Law of Real and Personal Property; and Criminal Law; and no student can be placed in either class, however qualified he may be in other subjects, unless he has passed a satisfactory examination in the three subjects as to which he must obtain a certificate as before-mentioned, before he is called to the Bar. But we hope that our student will not be content with a "pass," or even with simple Honours, but will "go in" for a Studentship. To obtain one of these he must brace his mind for a severe struggle and be content "to scorn delights, and live laborious days." To encourage students to study

Jurisprudence and Roman Civil Law, twelve studentships of one hundred guineas each have been established by the four Inns of Court. These are divided equally into two classes. The first class continues for two years, and is open to any student within a fourth term of his keeping his first term. The second class continues for one year only, and is open to any student, not then already entitled to a studentship, as to whom not less than four and not more than eight terms have elapsed since he kept his first term. Two of each class of these studentships are awarded to the two students of each set of competitors who have passed the best examination in both Jurisprudence and Roman Civil Law, provided the result of the examination be such as in the opinion of the Committee of Education and Examination (nominated by the Council of Legal Education) justifies the award. As an additional reward, the successful student who obtains honours or a studentship is entitled to a remission of two terms, and can then, if he pleases, accelerate his call to the Bar; as to which, however, he will do well to keep in mind the sage maxim of Sir Matthew Hale, *Festina lente.* Having obtained the necessary certificate, the student then applies to a bencher of his Inn to propose that he be called to the Bar, and gives notice of his intention to the under-treasurer, who thereupon causes his name to be screened in the hall and office of his own Society, and of the other Inns of Court for fourteen days. The bencher who has consented to propose him does so at the next "Parliament," and unless any objection be made in the interval, he is "called" at the succeeding Parliament. Prior to this, however, he has to pay stamp duties and fees, varying from £77 2s. 4d. at Gray's Inn to £99 11s. 3d. at the Middle Temple; but these are not additional fees, and are only deducted out of his deposit of £100, if he has made it upon his admission to the Inn. His total expenses, therefore, including admission form and fees—annual fees for three years, term fees, gowning, commons for twelve terms, fees on call, and commutation of annual fees (which is not compulsory) are at Gray's Inn (where the annual fee of £1 3s. 4d. is not commuted), £136 1s. 4d.; at Lincoln's Inn, £151 15s.; at the Inner Temple, £153 10s. 6d.; and at the Middle Temple, £158 7s. These preliminaries being settled, all that remains to be done is to order his wig and gown which will cost him £8 or £10, and attend in the hall at dinner-time on the day appointed as "call day" when (at the Middle Temple, but not at the other Inns) he assumes his forensic costume, and enters the hall in the bencher's procession with the other students called, in the order in which they passed the examination, and there signs a declaration, now substituted for the oaths of allegiance and supremacy; having done which he has become a barrister, and may enter upon his forensic course for any prize he thinks fit to aspire to, from that of a Revising Barrister to that of Lord Chief Justice, or Lord High Chancellor.

The next day, or as soon afterwards as he pleases, our young friend sends his wig and gown to Westminster Hall, or Lincoln's Inn, and modestly takes his seat on the back benches, where we leave him, wishing that he may work diligently, wait patiently, and advance gradually towards the front rank of his honourable profession.

Benjamin Franklin.—He had great self-reliance, indomitable perseverance ; was not precocious, was, indeed, rather slow in his early mental growth, but distinguished from the first by caution in reaching conclusions, by ingenuity in devices, and by a prodigious appetite for knowledge ; and he retained the freshness of his youthful intellect even in old age to a degree hardly equalled, learning to converse in French after he was threescore years and ten. Easy and familiar in manner, absolute in self-control, always tolerant and courteous when most persistently seeking his ends, he was one of the ablest diplomatists of his age ; and the charm of his conversation made him for many years the first idol in the Pantheon of conversation, the Court circles of France. Though almost isolated from the world of scientific activity, he greatly advanced the method of experimental research, and made the largest single contribution to physical science which it received in his generation. His benevolence was broad and active ; his patriotism, as soon as he had a country or " the hope of a country " to love, sprang into full being, and remained till death a master passion. Industrious, temperate, frugal, fond of acquiring, regarding wealth with the eye of a man of the world rather than of a philosopher, he was yet so far above the capacity for mean motives in great actions that the Tory historian of Europe, in glorifying the reign of George III., enumerates among the characters which adorned it "the incorruptible integrity of Franklin," with reason, for had it been less than incorruptible, that reign, on this side of the Atlantic, would have been longer and more disastrous. And in future ages, when the two great curses of the civilisation of the last century reach their proper place in the scorn of mankind, the glory of his public character will be greater than now ; for it will be understood how great a thing it was to be the first advocate in America of the abolition both of personal and of commercial serfdom—of African slavery, and of protective taxation.—*International Review.*

CHAPTER VIII.

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THE CHURCH.

It has been calculated that at least 1,000 men enter the Established Church every year. The census for 1871 gives a total of 20,694 clergymen, 9,264 Protestant ministers (*i.e.*, Dissenters), and 1,620 Roman Catholic priests. Besides these, there are enumerated of the male sex 2,076 missionaries and scripture readers, 3,378 church and chapel officers, and 2,446 "others" in some way connected with religious institutions, making a total of 39,478.

As in all other employments, the majority are poorly paid, the minority obtain satisfactory incomes, and a few fortunate or exceptional geniuses are very well provided for.

	Aged 20 to 25	Aged 25 to 35	Aged 35 to 45	Aged 45 to 55	Aged 55 to 65
Church of England	374	4201	5033	4603	3406
Protestant, etc.	419	2686	1860	1764	1414

A glance at the above shows an extraordinary falling off of 826 Dissenting ministers between the ages of 35 and 45, and an equally remarkable increase of 832 Episcopalian clergymen during the same period. From this we are led to infer that a large number of the former became converts. The sacred calling is one which men are not supposed to entirely depart from, the only change, for a minister, generally deemed permissible by society, being from one doctrine to another varying but slightly in detail. Inasmuch as death thins the ranks of every profession, the above increase in the number of clergymen belonging to the Established Church, cannot be altogether accounted for by supposing that a large proportion of Dissenting ministers join the richer community. We may calculate, as we know to be the case, that many men enter the church, after having been previously engaged in other occupations. As there are many probably anxious to join, but ignorant of the necessary steps which should be taken, a chapter under this head may, whilst interesting the general reader, have especial attractions to such persons. The work if properly performed is as arduous as any other.

Time and money are the two first requisites, and it may be generally

stated that if an aspirant cannot spare both, he had better consider he is unfit for the Church. The demand for curates continues very good, the wages small, and the duties large ; there is, therefore, every inclination on the part of bishops to admit deacons. Some bishops are exceedingly particular, and will not ordain unless the applicant has qualified in some one of the colleges. It is, however, set down that "the Bishop, knowing either by himself or sufficient testimony, any Person to be a man of virtuous conversation, and without crime ; and after examination and trial, finding him learned in the Latin tongue, and sufficiently instructed in holy Scripture, may at times appointed in the Canon, or else, on urgent occasion, upon some other Sunday or Holyday, in the face of the Church, admit him a Deacon."

Clergymen without degrees are called "literates," and are not unfrequently put down as illiterates by the public, as well as by some of their brethren who have passed through a college.

The candidate has to take the following oath :—"I, *A B*, do swear that I do from heart abhor, detest, and abjure, as impious and heretical, that damnable Doctrine and Position, That Princes excommunicated or deprived by the Pope, or any Authority of the See of Rome, may be deposed or murdered by their Subjects, or any other whatsoever. And I do declare, that no foreign Prince, Person, Prelate, State, or Potentate, hath, or ought to have, any Jurisdiction, Power, Superiority, Preeminence, or Authority, Ecclesiastical or Spiritual, within this Realm. *So help me God.*" He has to trust that he is "inwardly moved by the Holy Ghost" to take upon him such office ; to think that he is "truly called according to the will of our Lord Jesus Christ, and the due order of this Realm, to the Ministry of the Church;" and to state his unfeigned belief in "all the Canonical Scriptures of the Old and New Testament."

Amongst the duties a deacon promises to fulfil "by the help of God," is "to search for the sick, poor, and impotent people of the Parish," and to report on each case to the curate, so "that by his exhortation they may be relieved with the alms of the Parishioners or others."

Deacons, after the end of a year, may be made priests, "that is to say, to be Messengers, Watchmen, and Stewards of the Lord, to teach, and to premonish, to feed and provide for the Lord's family ; to seek for Christ's sheep that are dispersed abroad, and for his children who are in the midst of this naughty world, that they may be saved through Christ for ever," etc.

The Church contains three distinct parties, the High, the Broad, and the Low. The High adopt a richly ritual and musical service, the Broad reject the necessity of believing the whole of the Bible as absolutely correct, the Low, whilst bitterly opposed to the two other parties, endeavour to preserve the "strict Evangelical" doctrine.

The prizes in the Church are not unworthy of the profession—rich livings of the value of some thousands a year, deaneries, and bishoprics, with a chance of obtaining a seat in the House of Lords. Besides these, clergymen are treated with great respect by the upper classes, not unfrequently being invited to houses where, unfrocked, they would not obtain admission as guests. At the same time clergymen are shut out from engaging in occupations which are open to the laity. A clergyman must not engage in trade, though he may be a shareholder or even a director in a joint-stock trading company, or he may invest in foreign or other bonds, and thus loan money at interest which varies from 3 to 20 per cent. He has also opportunities of becoming a schoolmaster or tutor without in any way lessening his chance of promotion.

The usual method of entering the Church is through the University of Oxford or Cambridge. The only Universities from which degrees can be obtained in a legitimate manner by non-residents are those of Dublin and London. In order to obtain the degree of B.A. from the former, it is necessary to keep the name on the books of Trinity College, Dublin, for about four years. During that time Dublin must be visited twice every year for a few days, in order to pass the appointed examinations. The University fees, together with the travelling expenses, may be taken at about £26 per annum. A moderate knowledge of classics and mathematics will suffice for this degree. The fees for the degree of B.A. in the London University are very trifling. The name must be on the books for about three years, and during that time three examinations must be passed. The subjects are numerous and varied, and the required standard very high. Durham University is less expensive than either Oxford or Cambridge. There are many Theological Colleges. The following list is approximately complete :—The London College of Divinity, Highbury Park, London ; St. Augustine's, Canterbury ; Church Missionary College, Upper-street, Islington ; Chichester ; Salisbury ; Wells ; Gloucester ; St. David's, Lampeter, South Wales ; Lichfield ; Cuddesdon, Oxford ; Queen's College, Birmingham ; Chancellor's School, Lincoln ; St. Aidan's, Birkenhead ; St. Bees, Cumberland ; and King's College, London.

The London College of Divinity charges, besides an admission fee of £2 2s., £60 per annum. For this sum, which is payable in three annual instalments, all the advantages of the College are obtained, viz., furnished apartments, fires, board, and washing, together with all the educational advantages of the College. Candidates should apply to the Principal, the Rev. T. P. Boultbee, LL.D., a late fellow of St. John's College, Cambridge. They are required to give the names of competent referees, and to answer a paper of questions furnished by the Principal, each case, it is stated, "being considered on its own merits."

CHAPTER IX.

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THE STAGE.

"The pleasures of the people" receive less attention than they deserve from the press, and rather more than they require from such representatives of the nation as the Lord Chamberlain and his subordinates. Some years ago, and indeed now among a small minority, the stage was regarded as a folly and a snare. Actors were despised by persons who ought to have known better. Nothing good, in short, in the eyes of many well-educated persons was said of anybody or anything connected with a theatre. To-day society acknowledges the worth of the play-writer and of the actor; the skilful scene painter also is recognised as no mean artist. But it is doubtful whether the stage, as an educator, receives one half of its due appreciation from any of us, willing as we are to give the performance a good name. Those who are most fond of amusement not unfrequently require instruction more than their fellows. Human nature in its varying forms, as well as in its different passions, as demonstrated on the stage, shews us mankind at close second-hand. Moreover, being taken out of ourselves whilst watching the performance we are then unusually open to receive impressions of a humanizing character. We receive a mental washing and dressing, and return to our every-day duties strengthened and refreshed, eager to do our best in this world and willing to make allowances for the faults and failings of our fellow-beings. Instructed whilst amused, we are insensibly urged to educate ourselves. Therefore the influence for good exercised by the stage cannot be denied any more than that achieved by the pulpit.

If the parson is able to benefit his audience so too can the player, and although according to the last census there are only 1,899 of the latter to over 20,000 of the former we might point to almost as many admirers of great actors as there are of great preachers. This power to do good is attractive, and the income a favourite actor earns to most men not less so.

S. French, of 89, Strand, publishes a sixpenny guide, which is "founded on, and partly taken from, Leman Rede's Book, 'The Guide to the Stage,'" etc. Should the following remarks not deter the reader from starting in

the direction of the footlights, he will do well to consult these works as we have done. If he then persists in pursuing the same course, and is at the same time sound in mind and body, we trust he will persevere, and in public and private life prove an honour to the profession.

Of the 1,899 persons enumerated as actors, 1,408 are between the ages of 20 and 45, and 1,049 between the ages of 20 and 35. A little more than one third (viz., 723) are to be found in London.

The desire to be an actor, which springs up in most natures some time or other, is a very natural sentiment, and one that takes particularly strong hold occasionally of the young. So much so that they are not unfrequently said to be "stage-struck." "The common error is to mistake one's romantic or heroic feelings for the power to personate such characters." But to make this mistake, or to take an appreciation of what may be only good acting for ability to act, is as foolishly erroneous as to fancy we are fitted to be explorers, because we are carried away by a book of adventurous travel.

An actor should possess good sense, face, figure, education, and voice, and, we would add, good taste in dress. He should be able to dance, to fence, to box, to sing, to play on various instruments, to, in short, do everything and do it well. Of course he must be a good elocutionist, and be further blessed with a good memory. "Owing to frequent changes of the piece, a country actor in a small company, and aspiring to a first-rate situation, will invariably have to study about *five hundred lines per diem.*" To say nothing of the time required to study the character after the mere attainment of the words, rehearsal has to be attended in the morning, and from two to four hours spent at the theatre at night; so the actor has not much leisure, unless the same play has a run of several nights, which seldom happens out of London. "Most actors find that writing out a part greatly facilitates their acquisition of it; slow writers impress the words more on their memory than rapid ones, and it is said that you study more perfectly from an ill-written copy than a good manuscript, as the pains taken to ascertain the sentences impress them indelibly on the memory. Learning line by line, as a schoolboy acquires his task, though laborious in practice, will be found the most rapid method in the end. A scene thus learnt should then be repeated throughout, and never proceed to the following one till you are easy in the first. If you have to deliver the concluding lines, or tag of the piece, study them first; an error in any other part of the performance may be overlooked, but to blunder in the catastrophe is irretrievable, and sure to obtain that sort of notice that every performer is anxious to avoid. Always study any letter you have to read upon the stage; prompters, to save themselves trouble, often write them incorrectly or illegibly; besides, it is difficult to read upon the stage, as the lights are

below you ; and if these considerations do not weigh with you, remember that few persons have nerve enough to read audibly at first sight."

"Ascertain at rehearsal how the names are pronounced—no education can direct you in this ; the slender and broad *a* are variously used in Gratiano, Bassanio, &c.—as Mathews used to say of the muskets, 'it don't matter which, but be all of a piece.'"

"To act a passion well, the actor must never attempt its imitation, till his fancy has conceived so strong an image or idea of it as to move the same impressive springs within his mind, by which the passion, when natural and uncoerced, has been excited. This perhaps is the only general rule that can be laid down."

Another authority asserts that the most difficult and important part in the art of acting is "to learn to stand still," and actors are warned not to forget themselves, but ever to remember that they are acting. Many of the successful actors are bred in the profession, though actors not unfrequently express a wish to have their children follow some other calling.

Private Theatres.—At these it is generally the case that "no man studies rudiments—everyone grasps at first-rate characters, which are awarded, not to strength of intellect, but of pocket—for the merest booby that ever carried a banner, who could command two pounds, would be cast Richard in preference to a Kean, if he could only afford ten shillings."

On the other hand, there are exceptions where amateurs may obtain a professional drilling and an opportunity for discovering in what character they are most likely to make a hit. In such schools the young aspirant cannot purchase permission to show how badly Hamlet may be represented.

The wish to shine is only natural, but to fail in a part obtained without merit is extremely trying. It is generally supposed that good parts make people play well. No doubt they do stimulate, yet it must be remembered that the public require that good parts should be well filled ; and an actor who falls short of the required perfection not only damns himself but the piece and his fellow-performers also ; therefore let an actor first show that he can act a second part better than he who has the leading one can act his, and promotion will surely, and more safely, follow. The audience is more patient under a sort of mediocrity in the performers of the lower characters, and expects nothing great. When an actor surprises the audience by a proper delivery of one of these parts, he is frequently more warmly applauded than the leading character.

"Novices, in joining a theatre, ought to be remarkably careful in all their proceedings. The first thing to do on arriving at the proper destination is to call for the stage-manager, if it be a large house, or the manager himself, if a small company. He will at once introduce you to the other members of the company, appoint you a dressing-room, or a share of one,

and generally put you in a fair way of making yourself as comfortable as you possibly can."

"You should then enquire for the prompter, to whom you make yourself known, and give your address." "As you read your character you will ascertain what properties are wanted in the different scenes you have to act, such as a purse, books, keys, bottle, etc., etc. These you will make memoranda of, and on the night of performance hand the list to the property man, who will provide what you want, which, as you conclude each scene, you return to him.

After the rehearsal, your next care is to find the wardrobe-keeper, and ask to look at your dress; try it on, and show the dresser what alterations (if any) are necessary. It is the rule of every well-regulated theatre that you should wear no dress that has not been approved of by the manager; but in high comedy, where you provide everything, it is left to your own discretion. In such pieces it will be wise to consult your brother performers as to what costume they intend assuming. From a neglect of this precaution, Sir Benjamin Backbite and Charles and Joseph Surface on one occasion appeared habited exactly alike."

"When dressed the performer should proceed instantly to the green-room, as no notice, but of the music having been rung in, is given in the dressing-room; the call boy enters the green-room to call each actor and actress as they are wanted in each scene, who should then refer to their parts, to ascertain whether the scene is a hall, chamber, or garden, and not present the impropriety of persons traversing the open air without chapeaus, bonnets, shawls, or gloves, or the vulgarity of entering drawing-rooms with hats upon their heads." On making up the figure various devices are resorted to. For instance, "when the leg is straight and thin, the most approved method is to cut the feet and tops of as many pairs of old silk stockings as may produce the desired effect, carefully leaving a little less on each succeeding stocking, both at the top and bottom, and, having thus made the leg perfectly shapely, lastly, pull on the stocking that is to face the audience, unmindful of the shabby scoundrels that it covers."

In the provinces salaries generally average from 25s. to 50s., being more frequently the smaller sum. For any production of extraordinary novelty, or talent, prices may be over ten guineas a week.

"A Tragedian always commands the best salary in the theatre, and in large establishments his situation is profitable; in small ones he is expected to blend the light comedy with the serious business, and thus his labour, though not his profit, is marvellously increased." "As nearly all aspirants commence as tragedians this line has always numerous professors; it is now, from the arrangements of modern managers, become imperative that a leading man should provide his own wardrobe."

"GENTEEL COMEDY requires a good modern wardrobe. In small theatres the light comedian must play the seconds in tragedy (Macduff, Richmond, etc.). The salary is next to that of the leading man."

LOW COMEDY is generally on a par with the light comedians.

FIRST OLD MEN obtain somewhat similar terms.

WALKING GENTLEMAN (Charles Stanley, Henry Moreland, Harry Thunder, etc.), is a line that also requires an extensive wardrobe. This business is usually assigned to persons learning the rudiments of the profession. "The salary is generally low, in many respectable companies not more than one guinea per week."

Though it is not imperatively necessary that all actors should provide their own dress, they had better do so. "A dress calculated to fit everybody, never does actually fit anybody, and that which every one may wear, no one can bear to be seen in." Moreover an actor may be deprived of many parts, not because he cannot play them, but because he cannot dress them.

There are various fines and rules enforced at the theatre; such of course the novice is supposed to know. Most theatres are connected with some dramatic agency or instructor, and as proper teaching is as necessary as a proper introduction, we advise the would-be actor to engage the services of a competent teacher.

"Actors had far better start in the provinces." The following salaries per week are approximately correct. Of course, the pay varies very considerably, many men of acknowledged talent making £5,000 per annum, and a few who act on shares much more. Leading Gentlemen £5 to £10; Comedian Light £3 to £5; Comedian Low £4 to £20; Old Men, First £2 to £5; Walking Gentlemen 30s. to 50s.; Stage Carpenter 25s. to £3; Scene Shifters, and Men in Flies, generally called "carpenters," 6s. to 12s. (paid nightly); Prompter 30s.; Call Boy 5s. to 10s.; Property Man 30s. to 40s.; Scene Painters £5 to £10 (generally piece work); Gas Man 30s; Fire Man 20s. to 30s.; Treasurer £3 to £5; Box Keepers sometimes pay for their situations; Check Takers 12s. to 15s.; Orchestra Leader 30s. to £2 10s.; Musicians £1 to £3; Supers 6s. to 9s. (paid by the night).

CHAPTER X.

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MEDICINE AND SURGERY.

In the St. James's Magazine for July, 1875, Dr. M. C. Ward has a very able article on how to enter this profession. To so competent an authority we refer those of our readers who are not discouraged by the selections given below. The 14,684 persons enumerated as physicians or surgeons in the census, are assisted by 19,190 chemists, and a number of "quack medicines." In former times medical men were more given to making up their own mixtures, but the chemist now relieves them of this heavy item, no doubt with advantage to both parties. An English Diploma ranks higher than any other all round the globe; consequently, those who are willing and able to obtain it are furnished with a means of obtaining a livelihood, if not a fortune, in places where other practitioners must starve. Whether the fully-qualified doctor chooses the army, the navy, the merchant service, public appointments, or private practice, "he can never, with perseverance, fair skill, and honest endeavours, fail to ensure a competence by his profession." Therefore, either at home or abroad, we may safely assert that the warder-off of death will be in constant demand if armed with the authority a British Diploma confers.

There are about forty-four British qualifications recognised by the Medical Council; and although the course of study demanded by the several Examining Boards differs in some particulars, its main features are the same. A period of not less than four years—*i.e.*, four winter and four summer sessions of professional study—is required by all these Boards; and the Medical Council itself requires all candidates to have been "registered" as medical students for at least four years.

No one (unless he has obtained a degree in arts, or has passed a sufficiently high standard in the Oxford or Cambridge schools' examinations) can be placed on the Students' Register until he has passed a preliminary examination in general education; and no professional study will be recognised that has taken place before this examination is passed. This preliminary examination may be gone through at any of the numerous colleges; but the candidates must be careful to select one that will exempt him from the preliminary examination at all the other Examining Boards

before which he may intend to present himself. Excluding for the present moment the Universities of Oxford, Cambridge, and Durham, foremost on the list stands the matriculation examination of the London University. The passing of this will exempt from all others except those intentionally imposed at a later period. But as this examination is looked upon as a severe test—including as it does the classics, mathematics, geometry, natural philosophy, chemistry, English language, English history, modern geography, and the French or German language—most students prefer the preliminary examination of one of the other boards, though no one can graduate at the University of London without having passed its matriculation examination, unless he has entered at one of the other Universities. He must be aged at least 16. Fee £2. Supposing the candidate to be willing to forego this honour, he must pass the preliminary examination at either the College of Surgeons or Apothecaries' Hall,—it is not material which, since passing at one exempts from the other, and passing at either is sufficient for the College of Physicians, which, although it requires evidence of a preliminary examination having been passed elsewhere, does not itself provide an examination.

At the College of Surgeons the examination takes place in June and December, and consists of English classics and mathematics, and papers on the following six subjects. Each candidate is required to offer himself for examination on one subject at least, at his option ; but no candidate is allowed to offer himself for examination on more than four subjects :—(1) Translation of a passage from the first Book of the Anabasis of Xenophon. (2) Translation of a passage from X. B. Saintine's "Picciola." (3) Translation of a passage from Schiller's "Wilhelm Tell." Besides these translations into English, the candidate is required to answer questions on the grammar of each subject, whether compulsory or optional. (4) Mechanics. The questions will be chiefly of an elementary character. (5) Chemistry. The questions will be on the elementary facts of Chemistry. (6) Botany and Zoology. The questions will be on the classification of plants and animals. The quality of the handwriting and spelling is taken into account. This examination is conducted by the Examiners of the College of Preceptors, and is the one usually chosen by students. Fee £2.

At Apothecaries' Hall the examination (which is both in writing and *viva voce*) is held three times a year,—viz., in January, April, and September. The subjects are English language, Latin, mathematics, and either Greek, French, German, or natural philosophy. Fee, one guinea.

Much might be written on the choice of a medical school. Many men prefer a large hospital, with its wider range of experience; others a small one, with its more exact study of cases. But in both, students are often

left very much to their own resources, although as a rule they are made to work. Each practitioner recommends his own *alma mater*, and each hospital has its own special attractions. One is perhaps more eminent for surgery, another for medicine; nevertheless, financial questions influence some students, and locality others; but if a man really means to work, it matters little which hospital he "walks," as all can boast great and good men worthy of emulation, and at all plenty of willing hands will be found to help the earnest student in gaining a thorough knowledge of his noble art.

The fees payable at the various metropolitan hospitals are given below, but it may be here remarked that by becoming Perpetual Pupils many advantages are gained in the shape of appointments, such as house surgeons, house physicians, clinical clerks, dressers, and the like,—at most hospitals the appointment being made after a competitive examination. There are also many prizes and scholarships open to Perpetual Pupils only.

METROPOLITAN HOSPITALS.

Name of Hospital.	Fees for all Lectures, etc., required by College and Hall	Fees for Perpetual Pupils.	No. of Beds.	No. of New Students who entered each Year in October (approximate average for last three years).
ST. BARTHOLOMEW'S	£105 0	...	710	95
CHARING CROSS	...	76 5	150	20
ST. GEORGE'S	94 10	105 0	353	43
GUY'S	...	100 0	720	88
KING'S COLLEGE	...	100 0	170	37
LONDON	94 10	...	570	34
ST. MARY'S	84 5	95 15	165	24
MIDDLESEX	90 0	...	305	32
ST. THOMAS'S	..	105 0	572	58
UNIVERSITY COLLEGE	..	107 16	150	78
WESTMINSTER	78 0	...	200	11

These fees may either be paid in one sum or by yearly instalments, and the student may become "perpetual" at any time by paying the extra amount, his seniority dating from the time of payment. The year is divided into two Sessions—winter and summer; the former commencing October 1st and ending March 31st, the latter beginning May 1st and terminating July 31st. It is usual for students to enter at the winter Session, to which an introductory lecture is given at each hospital.

On entering at a hospital no introduction nor notice is required, and as a rule no certificates have to be produced. All that is necessary is to attend at the hospital on the opening or one of the following days, pay the fees to the Dean of the medical school, and receive from him cards to be signed by the various lecturers, etc.

Within fifteen days after entering at the hospital, the candidate must fill up and forward to the "Registrar of the Medical Council" a form of Application to be Registered as a Medical Student, stating name in full, what preliminary examination has been passed, with date of passing it, and place of medical study. This form may be obtained at the hospital without fee.

During his first winter session, the student's time is chiefly occupied in the study of anatomy; he must attend lectures, and also spend as much time as possible in the dissecting-room—both dissecting for himself and studying the dissections of others—without which no amount of reading will enable a man to pass, or make a good anatomist of him. The surgeon's skill depends on his knowledge of anatomy, and too much time cannot be devoted to its study and practice. Physiology and chemistry also claim attention, and some time may be usefully spent in the surgeon's ward. Clinical lectures have to be attended, and surgical operations must be witnessed,—the first operating day of the Session being looked forward to with many misgivings and fears by the new students.

In the summer session anatomy cannot be studied except by reading and attending post-mortem examinations; the time is therefore devoted to practical chemistry, materia medica, botany, together with clinical lectures and attendance in the wards of the hospital.

If the student intends to graduate at the London University, he should as early as possible after matriculation, and when he is seventeen years of age, pass the preliminary scientific examination, held once a year in July. The subjects are chemistry, mechanical and natural philosophy, botany, and zoology.

The second winter session will be spent much like the first, with the addition of attendance at lectures on medicine and surgery, but at the end of this session the student will be entitled to present himself for the first half of the College of Surgeons' Examination, viz., anatomy and physiology. This advantage he should certainly avail himself of, that it may leave him free to study the more practical details of medicine and surgery. The examination is conducted by written papers, and *viva voce* with recently dissected subjects. A more thoroughly practical or a more searching examination it would be difficult to invent. The fee for it is £5 5s. Should the candidate fail to pass, he cannot go up again to the College of Surgeons for three months. He is, however, entitled to go up for his first M. B. Examination at the London University, consisting of anatomy, physiology, materia medica, organic and pharmaceutical chemistry; also for his first half of the College of Physicians and first half of Apothecaries' Hall Examinations. Should he have been fortunate enough

to pass his first half at the College of Surgeons, he is exempt from that of the College of Physicians.

Having cleared the ground of all requisite preliminary studies, and shown by his examinations that he has a competent knowledge of the foundations of his art, the student will now have to enter thoroughly into the theoretical and practical study of medicine, surgery, and midwifery. The theoretical part is to be obtained by attending lectures and reading; but the days have gone by when these alone will be sufficient. The student must attend diligently in the wards and the out-patients' rooms; he must himself attend midwifery cases, watching, making notes of all he sees, both of cases within his own practice and of those attended by others; he must become thoroughly familiar with Disease in all its phases; his eyes, his ears, and his hands must be trained again and again; and when a case terminates fatally, he should never fail to visit the post-mortem room and note the changes that have occurred, thus testing the accuracy of any opinions he may have formed. Although he should ask, and will readily obtain, the opinions of his seniors whenever he is in doubt, let him strive diligently to form an opinion of his own. Nothing will help him in after-life more than careful bedside study in hospital, nor can he spend too much time in it. With his stethoscope, thermometer, microscope, and all the aids that chemistry and kindred sciences supply, let him diligently plod on,—he can scarcely use them too much; and if he be industrious, patient, thoughtful, and earnest, he cannot fail to pass his examinations, and to become thoroughly acquainted with his profession. The examinations he must go up to are optional, but in order to obtain any appointment it is always necessary to be "Doubly Qualified," *i.e.*, a Surgical and a Medical Diploma must be obtained. For the first, the M.R.C.S. is invariably taken in England; for the second, the licence of the College of Physicians or the Society of Apothecaries is generally sufficient, and these may all be taken at the end of the fourth winter session. The student is not compelled to spend his fourth year at the hospital, but he is advised to do so. He may, however, usefully employ himself as an assistant to a physician or surgeon the year away from the hospital.

Apprenticeship is no longer required by any of the Examining Boards; and although there are doubtless many advantages to be gained by the practical insight into details which it gives under a good master, it is possible that the pupil may waste much time in the drudgery of simple dispensing, and have no real help given to him in his professional studies. On the whole, therefore, it is better not to be bound to any one, but to obtain as an assistant any particular knowledge which the student feels he most requires; and if he finds he cannot obtain it with one master, let him change for another.

At the end of the fourth year the student may, if he be twenty-one years of age, present himself for any of the following examinations: the second or final examination for membership of the College of Surgeons, which is held four times in the year, and consists of surgical anatomy, the principles and practice of surgery and medicine—the latter not being required if the candidate has or intends to obtain a licence in medicine, though his diploma will not be given to him until he produces his licence in medicine. This examination is partly written, partly *viva voce*. The student is also tested in the use of surgical apparatus, and in the practical examination of patients in the wards of a selected hospital; and if he is "plucked," he cannot be examined again for six months. The fees payable to the College of Surgeons are—£2 for the Preliminary Examination, and £22 for the Diploma, of which £5 5s. is required to be paid on going up for the anatomical examination.

The final examination for the College of Physicians is held in February, April, July, October, and December, and consists of materia medica, chemistry, pathology, pharmacy, toxicology, midwifery and diseases of women, medical anatomy, medicine, and public health, with examinations of patients in the wards of a hospital; also surgical anatomy, and surgery —both written and oral—at the bedside of patients, but from the latter the diploma of M.R.C.S. exempts the student. Severe as this examination is in its extent and variety, failure in it throws a student back for six months. The fee for licence of College of Physicians is £15 15s., of which £5 5s. must be paid at the first examination. The final examination for M.B. London takes place once a year in November—the subjects being almost the same as those for a licence from the College of Physicians. The fee is £5. For the final examination for the licence of the Society of Apothecaries it is necessary that the candidate should have been engaged for five years in professional study, unless he has obtained one of the foregoing qualifications; and if he has passed—for instance, the M.R.C.S. —the examination (which consists of the same subjects as that of the College of Physicians) will be much modified: so that, in fact, he may pass the first and second halves of the examination on the same evening. The examinations are held every week, and the fee for a diploma is £6 6s.

If successful, the student may now place his name on the "Medical Register" as "Doubly Qualified," *i.e.*, for Medicine and Surgery—a twofold "privilege," for which he will have to pay £5, and for all legal purposes this registration is sufficient. Many, however, will still desire the numerous higher qualifications in Medicine or Surgery. Others will covet the degree of M. D., which may be obtained at any of the Universities—English, Scotch, or Irish—all, however, requiring residence for longer or shorter periods.

CHAPTER XI.

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TELEGRAPHY: WHAT IT IS, AND HOW TO WORK IT.

In the *Daily Telegraph* of July the 29th, 1875, a leading article appears on Telegraphy, the writer of which appears (after passing from the statistical account of messages, instruments, wires, etc.) to be labouring under a very erroneous and wandering account of what Telegraphy really is.

He says an English clerk has to keep his eyes fixed upon his needles, and an American clerk can, with his back turned to his instrument, read with as much ease as though it was a friend's conversation.

Can he have seen the different instruments used in England? I should say "No," or he would never have written these lines, and I should therefore advise him to petition the Secretary of Telegraphs for permission to visit the Central London Office before he writes another leader on "Telegraphy." But after reading in daily papers annually of the lightning-like rapidity with which the Queen's Speech is forwarded from London to different parts of the kingdom, it is hardly feasible that he should still be so behindhand in informing his countrymen of what has been systematically in force for years.

The different kinds of instruments now chiefly used in England are the "Needle," "Morse Printer," and "Wheatstone." The "Needle" is chiefly used where there is but little work, being a slow instrument. It is worked with two pedals, and the letters are made with right and left hand strokes, the formation thereof being so constructed that no two letters are alike. After a word has been signalled from the forwarding station, if the receiving clerk has got it, he will press the right pedal down, which indicates "Received," when another word would be sent. Providing this was *not* read he would press the left pedal down, meaning "Not received," when the word would be repeated, and so on until the message is finished.

If the power is strong from the forwarding station, the needle will strike the ivory pivots at the sides of the needle, with force enough to give a distinct sound, which thus enables a practised clerk to read easily without seeing the needle at all. This only can be done where there is but little noise, but to contend against this a bell instrument is used. It is worked exactly on the same principle as the needle. The needle is dispensed with, and two bells brought into use; thus instead of the right hand tap of the

needle the right hand bell is struck, and a sharp sound is emitted, and from the left bell a dead sound issues. The same process and alphabet are alike applicable to the other instruments ("Morse" and "Wheatstone") the only difference being the "Morse" is worked with a long stroke and short dot. A dot would be the same as the left hand bell or the needle, and the stroke for the right hand bell, the stroke being three times as long as the dot. With this instrument the average number of words range from 25 to 40 per minute. At this rate any partial obstruction on the wire can, with good power, be worked through. An armature is affixed to the receiving instrument, and when the "key" is worked from the sending station, this, by means of magnetic power, moves up and down, and marks the slip (which is continually running) and also gives a fair sound, so that the receiving clerk can either read by tape or sound. When the sender holds his key down this armature is down, so for a dot he would just tap the key, and for a dash hold the key down three times as long as for the dot; thus for the word "and" it would be dot and dash for "a," dash and dot for "n," and dash and two dots for "d;" thus words are formed.

Instruments are now being rapidly connected with only a "sounder," which is on the same principle as the "Morse," the tape being omitted; so what the clerk does not get by sound he loses, and so requires repetition; but with this instrument the tape being omitted, the expense must, of course, be considerably diminished.

The other instrument, as I before mentioned, is the "Wheatstone." This is likewise worked with the same alphabet as the "Needle," "Morse," and "Sounder." The instrument is so constructed that paper slips have to be perforated for it, and when these slips are put into the instrument "which runs by clockwork," as the slip passes through the cog wheels small pivots work up and down, and pass through the perforated holes of the slip, which forms the letters, and is passed on the wire in exactly the same manner as the "Morse key" would send it. The perforation is so contrived that for the stroke the slip has to run three times as long as for the dot, when passing through the instrument. But these instruments are only used at places where there is a continual press of business, or such places as race meetings, etc.

They have also regulating powers, so that the slips can be sent through at 20 words per minute, or, if the wire is good, at 120 per minute.

But to keep this instrument running at full speed, it will require four or five clerks continually perforating to feed it, and one to put the slips into the instrument, and give any requisite repetitions. Providing the wire is defective it cannot be run at full speed.

Atmospheric currents so affect the wire, and especially if it is a long

one, that the speed is usually reduced to about 40 or 60. The receiving end must have a staff of clerks to write this work up; and to keep this one instrument going at a good speed, would, at both ends, occupy at least 10 clerks; whereas were the "Morse" more generally worked, if line wire would permit it, it would be much more effective, as four "Morse" wires would occupy eight clerks, four to receive and four to send, and each doing a slow 30 per minute would get off more work than the "Wheatstone" with two or more clerks to the good. The "Morse" is, I believe, the instrument chiefly worked by the Americans, and one universally liked. On these instruments it is not requisite to stop for "understand" or "not understand" to every word. But message after message is dashed off one after another, or in batches.

Telegraphy has of late years been greatly improved, and preparations are always being made to contend with the enormous increase of messages. Schools are established in different parts of the Metropolis, and in other large towns. There is a school provided by the Postal Telegraph Department in Cannon-street, where young people of both sexes are trained and taught. Some are particularly quick, while others are just as slow, but I never knew a case, where the learner strove to master these rudiments, that he was defeated. It is simply learning a second "A.B.C." When you have mastered these 26 signs, the alphabets for all the aforementioned instruments are learnt, and with a little practice on the instruments, the learner is then able to send or receive messages slowly. Numberless errors are doubtless caused through learners at wires, and as many or more are caused through the indistinct writing of the senders. Scarcely a message passes through your hand but some word or words look as though they were meant for something different to what they are, and a learner would be so absorbed in the machine that he would send the first word it struck him it was like, and so at times the most ridiculous nonsense is sent. In news work the most errors are made; and well they may. In some places you will see words in shorthand mixed with long-hand. Perhaps the clerk understands nothing about shorthand, if not, he sends it what he thinks it is most likely to be. And the final winding up of it is you see a paragraph in a leading paper throwing the whole blame on the telegraphist.

Young women are now chiefly appointed in London, and, as in every other sphere, distinction can be made, but their education must be of a better sort than the writer would appear to infer, before they could pass the examination which all new candidates are bound to undergo.

I am aware a man may be born a poet, but as they are so few and far between, and telegraph clerks are so plentiful, perhaps it is quite as well as it is. We can, as I have pointed out, manufacture any number of

telegraphists, but it would be a difficult and tedious undertaking to try it on for "poets." I cannot see what special knowledge he requires. He simply learns how to read and send his letters, the message is put before him, he forwards it on, receives the recognition, and all is over. In these few words the art of Telegraphy lies, and why, with this only before us, we should be so excelled by Americans, is quite beyond my comprehension. I have pointed out one of the most simple and easy things (to telegraphists), that is, reading by sound, that you could possibly conceive, and yet this is the amount of "ideal excellence" to which English telegraphists are, by dint of great exertion, urged to aspire.

"The path of duty is the way to glory.
He that, ever following her commands,
On with toil of heart, and knees, and hands,
Through the long gorge to the far light, has won
His way upward and prevailed,
Shall find the toppling crags of duty scaled,
And close upon the shining table-lands
To which our God himself is moon and sun."

—*Tennyson.*

"If a man makes himself master of the secrets of nature that he may have power and strength to do his work, then he is not carrying on three or four kinds of business at the same time. He is carrying on *one business*, and he collects from a hundred the materials and forces by which he does it."—*H. Ward Beecher's "Lectures on Preaching."*

"Sick men belong to the Physicians care, and he must take care of them. Do not pick out the beautiful and good or those who suit you."

—*H. Ward Beecher.*

CHAPTER XII.

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FROM CABIN BOY TO CAPTAIN.

To nearly all boys the sea has a strong fascination. The ideal presented in most books, and an innate restlessness have much to do with this. Even the hardships of poor Jack are supposed to have a sort of romance in them, and the chance to see foreign lands is a strong incentive. We are desirous of treating each subject without prejudice, stating facts and allowing each reader to form his own judgment thereon. Boys should bear in mind, however, that they are apt to be partial in such a matter, and they had better get all possible advice before entering upon what may prove very disappointing, and difficult to get out of.

A lad may do worse than go to sea, for the training he will receive on board ship fits him for many a situation on shore. The fresh air, strict discipline, and enforced activity, have a very beneficial effect, but on the other hand the food, danger, and tyranny to which he is sometimes subjected, may be of an opposite character. The difference between the training received in the navy, compared with that obtained in the army, makes the sailor a first-class signalman on a railway, and a soldier a very indifferent one. The latter is not popular with employers, who frequently assert that they don't want "a glued soldier," and there is no doubt that the habit in which the soldier often indulges of keeping his arms stuck to his thighs, and the slowness with which he begins to perform a task, are highly exasperating where great alertness is required. Hospitals, theatres, insurance and other public offices, generally prefer an ex-seaman to an ex-soldier. The sailor is a skilled mechanic, a handy sensible man as a generality, and can make sure of a decent living. The soldier has no mercantile army to fall back on; what he knows which is saleable is not what he learns in the barracks, so when tired of his occupation he finds many a difficulty in obtaining new employment. The soldier has, however, during his time of service, an easier life than the sailor, who, "confined in a prison surrounded by water, with a chance of being burnt or drowned," leads a rough life which he is generally glad to ameliorate by a change of occupation.

In all important sea-ports of the United Kingdom there is, under the Board of Trade, mercantile marine offices, where sailors are engaged for voyages to all parts of the world. In Liverpool, we believe, the Sailor's

Home is the regular rendezvous, but in London the Mercantile Marine Office on Tower Hill is the point to aim at.

Boys must be stout-built, bright, willing little fellows, or the captains will not take them. A boy whose weight at the end of a rope makes no perceptible difference, or whose stomach steadily refuses throughout the passage to carry food of any sort, is not wanted, and is a pitiable object, for there is no staying his misery by landing him. He is a prisoner until the ship makes a port, perhaps not for many months, and generally until she returns home. Therefore, unless a lad is able to rough it, as well as willing, let him take warning and choose something else. All lads are pretty sure to wish themselves on shore directly they get out to sea, and feel even more sea-sick than home-sick. Most of them will be all right in two or three days, when they have their sea legs, and though they may "turn up" in a storm, the chances are they never get so bad again as to wish some one would chuck them overboard.

A person used to advertise, and may do now, that he could offer vacancies on board first-class ships to a few lads. The magistrates have fined him several times for obtaining money from the parents or friends of boys contrary to an Act of Parliament. The boys not unfrequently were put on board ships of an ineligible character, and the miscreant, as well as the parents or friends of the lads have much to answer for. Now if a lad has to pay a premium, he had better pay it direct to the captain or owner, and not to a man who merely means to pocket it, without even securing a berth for the would-be seaman. Most engagements are the other way about when a lad is apprenticed, which is generally for four years, and he receives money for his services, say £30 for the period. At the end of that term he will class as an ordinary seaman, but if he is particularly bright, and up to the mark, he may pass as an able-bodied ("A.B.") seaman.

At any of our principal ports he can undergo examination if he wishes, and secure certificates without which he cannot serve as either second or first mate, or captain. The examination is a very strict and accurate test, and the "fool of the family" will fare worse at sea than on land, though it is commonly supposed that any fool will make a sailor.

The following are the remarks of an old fo'castle-man on the subject :—

"A boy desirous of going to sea may, perhaps, start as a cabin-boy. If so, his duties will be to assist the steward and to make himself, as far as possible, generally useful. When his services are not particularly required below he would do well to offer them where there might be an opportunity of his profiting by so doing; not that there is, at any time, the least chance of his being allowed to remain idle, but by anticipating the wishes of the officers they are more likely to take an interest in his advancement. For instance, there are many little jobs to be done aloft, such as the furling or

loosing small sails, shaking out reefs, etc., in all of which the boys are expected to take an active part. By degrees the officers will be glad to employ him, and to take special pains in his development, he will acquire a knowledge of his profession, and, step by step, maybe, gain the summit of his ambition—the quarter-deck of a fine first-class ship. This is, of course, provided the boy's inclination tends towards such a distinction, and he aspires to something higher than the pantry or the slush-cask.

"Then there is the apprentice, who is bound by indenture for a certain number of years, generally four, for whose services a small wage is paid. To this boy the same path is open towards promotion as I have pointed out to be the right one for the cabin-boy to follow. Everything depends on a boy's own energy and pluck; without these he had better remain on shore.

"Next comes the apprentice with whom a premium is paid. These youngsters are, in some ships, treated somewhat better than the other boys; in others very little distinction is made. Money, however, on board ship, as elsewhere, will generally pave the way for the rich man's son; in many instances were it not for the cash, many of those whom one meets clothed in a sailor's rig would be able to boast of but a slight acquaintance with blue water—that is, in an official capacity; nine-tenths of them are not worth the salt they eat. To gain the quarter-deck there is nothing like going through the hawse-holes; the cabin-window entrance is likely to be productive of nothing but failure, and as such should be given a wide berth by all who desire to attain distinction."

On merchant vessels the cook is an important personage. The mate, second mate, and third mate or boatswain have rank, while he has none, but a good cook is regarded as a treasure, to be well treated. The cabin-boy can aim for a captain's cabin or a cook's galley as he prefers. He can pay special attention to the preparation of food under the steward, and by "keeping in" with the cook become initiated into the mysteries of his art. On small vessels, cook and steward are often one individual. A man sometimes ships one voyage as cook and another voyage as steward, if posted in both departments. A bad cook gets cursed by both captain and the men.

Unpopular ships or captains have difficulty in getting crews, especially when there is active demand; hence the desire of many owners to treat and feed well, as it is a great advantage always to be able to get men. American ships are reputed to feed crews best of any in the world; to many landsmen the food would not be thought very highly of. In English long-voyage ships, men get salt beef and salt pork; salt cod-fish; pea-soup; boiled rice and molasses; "sea pie" (a meat pie); and "duff" or boiled flour pudding with molasses. Tea and coffee are served night and morning, generally all that is wanted. Potatoes, cabbage, and other vegetables and fresh

bread or "soft tack" are occasionally given on some vessels when in harbour. If a crew stays by the ship in a foreign port, the food is generally varied by supplies from shore, as best qualities of salt provisions are the most expensive food that could well be provided; fresh meat is given, and with it vegetables.

Vessels destined to such ports as Calcutta, Jamaica, Hong Kong, and similar maritime centres, ship crews for the round trip there and back. In this case they must discharge and take in cargo. This is sometimes very hard work.

A mate without influence may become a captain by sticking to a ship or line until he proves his competency, and when a command is open the owner may cast his eye on him. A good word from captains under whom he has sailed is often influential.

Many mates never rise higher from some slight defect. Besides the duties he has learned as a mate, the captain must have good knowledge of commercial business as he is often required to make contracts for the ship, disburse money for the expenses, watch over the rights of the ship in dealing with shippers, pilots, custom houses, and all business. If he exceeds the estimated expenses of the voyage it may prove a loss to the owners, and a captain who doesn't make money for his owners is'nt popular. He must have good judgment and not be too often unlucky. A captain who loses spars, anchors, or sails frequently; who gets into difficulties in foreign ports, or has his cargo discharged in bad condition, will find even good excuses unpopular, if other captains under similar circumstances average "better luck."

A captain's pay in a merchantman or "liner" is from £10 to £12 per month, with some owners somewhat higher. Besides ship's expenses he is allowed moderate personal expenses on shore if attending to ship's business. A captain sometimes purchases an interest in the vessel he commands, some owners require this; it does not insure his retention in command, but the owners usually agree to buy his interest if he is displaced. Some of the best captains have worked up from "foremast" hands without influence. Influence calls attention to merit, but without merit it is rare that a man gets higher than mate, for when it comes to trusting him with the control of a ship, owners are cautious.

For a hardy boy of adventurous disposition, with no opposing ties ashore, the sea offers occupation. Probably not one in ten can ever hope for even a petty officer's position. A boy who abandons a good home or opportunity of respectable employment on shore will have small chance of bettering himself at sea. We saw recently a whalebone cane, quite nicely worked out, made by a young man who ran away and went to sea when a boy. It was the total result achieved after nine years' whaleing and sailoring! Captains

who take runaway boys are not apt to be the ones most desirable to sail with. Sometimes they make it as disagreeable as they can to "teach the cub a lesson." The worst way to do is to hide away on ship-board till the vessel has sailed. "Stowaways" are detested and receive no mercy. They are not likely to be tossed overboard, though it might be done with impunity, but all on board are apt to feel spiteful at the trick, and the poor wretch is constantly tormented, worse than a stray cur. He can be put ashore on any land, and whatever is done to him he would have little or no chance of redress.

The sight-seeing opportunities of even a captain are small. He has no choice as to his destination or season of going. Ships must not lie idle if avoidable, so if a captain can give two or three days to sight-seeing, when fortunate enough to visit a place worth seeing, he is lucky. The mate must stay on the deck all the time cargo is going out or coming in, keeping account. He is lucky if he gets off two Sundays. Second-mate must be in hold "breaking bulk" or "stowing," and that's the principal part of *his* sight-seeing. One or two Sundays ashore perhaps fall to his lot. Practically it is next to impossible for the crew to get more than the most superficial sight-seeing. It is only commercial ports that sailors go to, so that the majority of interesting cities they never see at all. A landsman has a better prospect of saving up and making a pleasure tour than a sailor has; boys, therefore, need not expect to see more than the water of the world. If they go at all they must ship as sailors, intending to be such, and not as sight-seers.

Adventurous captains sometimes make considerable money in small vessels, say schooners or brigs of 300 or 400 tons, which they own wholly or in part. Such vessels often pick up a cargo while a large ship is idle. When cotton freights were *scarce* in the Southern States of America, lots of 500 or 600 bales were scarce, and shippers would prefer a small vessel, which could fill up with one lot and sail, to a ship which would have to wait perhaps weeks for more to come in and complete its lading.

A walk through the docks, and inquiring for the captains of vessels about to put to sea, is frequently a quick way of getting a berth as cabin-boy.

The following notes are supplied by an old salt :—

BOYS.

Apprenticeship not absolutely necessary.

Scotch ships (many large) carry as many as five or six apprentices, none of whom pay any premium.

Boys (apprentices) paying a premium have a chance of becoming officers in the ships belonging to same firm as that in which they served their apprenticeship.

A cabin boy is not an apprentice—he is an under-steward or steward's boy, and is engaged for the voyage out and home.

Other boys, not being apprentices, are also engaged for the voyage out and home.

Men Before the Mast.

The wages of an A.B. (able seaman) average £3 5s. per month for a long voyage, or, in nautical phraseology, a voyage to the south'ard.

The wages of an O.S. (ordinary seaman) vary from £2 5s. to £2 10s. per month for a long voyage, according to ability, etc.

Ships bound to North America, St. Petersburgh, and other places, making short voyages, pay a higher rate of wages.

Cooks average about £5 per month. In some ships they get £3 15s.; in some £6; and in others again, such as passenger ships, they get £6 10s.

Mates and Masters.

In the case of a third mate, he is often selected, in a large firm, from the senior apprentices. He must be a well-conducted young fellow, and of smart and active habits. It is requisite that he should know a little navigation, although to pass any examination is not necessary.

The second mate must pass an examination at one of the Mercantile Marine Offices before he can act as such. His wages vary from about £4 to £6 10s., according to the class of ship. He may be the "fool of the family," but is far from being the fool of the ship, for he is in nine cases out of ten one of the smartest fellows on board.

The wages of a first or chief mate range from £6 to £8 or £9 per month.

The wages of a master (ordinary) average from £12 to £15. Extra master's wages much higher.

Certificates.

Supposing a second mate is desirous of entering on his examination on a Monday, he must lodge his papers (discharges, &c.) at the Mercantile Marine Office, at which the examination will be held, on the preceding Friday. These discharges must be *good*—he must be a first-rate seaman and a fair navigator, and he must give proof of his having had not less than four years' sea-service.

A first mate must have had twelve months' service as second mate, and his papers must be without fault.

A master, or captain, must have had twelve months' sea-service as chief [illegible] he can pass as "ordinary" master, and eighteen months before [illegible] master. He must also lodge papers which will [illegible] inspection.

In each of the above cases the time generally taken in getting through the examination varies, much depending on the man's quickness. Two or three days, however, should be the outside limit. Sailors have an old

maxim amongst themselves which it would be as well to remember: "you can make a seafaring man out of any fool, but it takes a smart fellow to make a sailor." Unless a boy is naturally sharp and active he had much better remain hanging on to his mother's apron-strings; at sea he would be as much out of his element as a Digger Indian in the pulpit of St. Martin's.

Assistance may be secured by applying to the large shipowners, whose names are to be found in a Commereial Directory, captains and others connected with the shipping interests. The chances are generally in favour of the lad who wants to go to sea knowing some one in the line. Therefore, we advise the would-be sailor to try and obtain a berth through the channels which his connection opens to him.

HARD WORK.—"What is your secret?" asked a lady of Turner, the distinguished painter. He replied, "I have no secret, madam, but hard work." Says Doctor Arnold, "The difference between one man and another is not so much in talent as in energy." "Nothing," says Reynolds, "is denied well-directed labour, and nothing is to be obtained without it." "Excellence in any department," says Johnson, "can now be obtained by the labour of a life-time, but is not to be purchased at a lesser price." "There is but one method," says Sydney Smith, "and that is hard labour; and a man who will not pay that price for distinction had better at once dedicate himself to the pursuit of the fox." "Step by step," reads the French proverb, "one goes very far." "Nothing," says Mirabeau, "is impossible to the man who can will. This is the only law of success." "Have you ever entered a cottage, ever travelled in a coach, ever talked with a peasant in the field, or loitered with a mechanic at the loom," asked Bulwer Lytton, "and not found that each of those men had a talent you had not, knew something you knew not?" The most useless creature that ever yawned at a club, or idle in rags under the suns of Calabria, has no excuse for want of intellect. What men want is, not talent, but purpose; in other words, not the power to achieve, but the will to labour.

"A man may know the Bible from Genesis to Revelation, he may know every theological treatise from the day of Augustine to the day of Dr. Taylor, and if he does not understand human nature he is not fit to preach."—*Idern.*

CHAPTER XIII.

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REPORTING.

Among a certain very numerous class of people a supposition widely obtains that a knowledge of shorthand is the one and only qualification necessary for a newspaper reporter. Nothing could be a greater fallacy. And those foster this erroneous view who really ought to know better—writers presuming to direct the embryo reporter a safe course through the labyrinths and over the pitfalls of his chosen profession. Again and again is it reiterated that the height of every reporter's ambition is "The Gallery;" and then the public—or the certain class to which we have referred—thinking that nowhere is shorthand brought into such requisition as in reporting the debates in Parliament, jump to the conclusion, quite naturally enough, that if a youth but learns the mysteries of the "crooked cypher" he will be able at once to act as an efficient reporter!

Now it can be said with truth that few reporters indeed aspire to a desk in "The Gallery;" many because they are well aware themselves they possess not the requisite and mere mechanical skill to permit of their going there; others because they know that "Gallery" work is of too wearisome and drudging a nature to suit their taste; and others again for the simple reason that their aspirations reach far higher.

Great men have passed through the "The Gallery," but no great men, as far as we know, have admitted that their greatness resulted in any degree from their having done so. Parliamentary reporting is well remunerated, and after that is stated, all, perhaps, is stated that can be in its favour—except that it gives the reporter so engaged the opportunity of acquiring a thorough knowledge of politics, though it may give him, at the same time, a distaste for such, as it did—confessedly—in one notable instance.*

Some of our best reporters on the press cannot write a line in shorthand, but for all that shorthand is a most desirable acquirement.

It is possible to be a capital shorthand writer, and yet not possess the least recommendation for the position of reporter in any other shape. Numbers of men there are engaged on newspapers at the present day who perform their work as so many machines. Assuming the reader—if a

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* See the late Charles Dickens's statement in "David Copperfield."

reporter—is not one of these, we here extract for his benefit the greater portion of a letter written recently by the editor of a London journal to a young friend in the provinces. We omit only private matter and names that might lead to identification.

"Stay where you are for twelve months at the least. Roaming about may do a young reporter no harm, and it may do him a great deal of good, but if he roams too much it is possible he'll find in himself a very practical illustration of the proverb that 'a rolling stone gathers no moss.'

"You say that had you not acquired the art of condensing reports on the *Simplex Daily Perceiver*, you would never do so on the weekly journal you are now engaged on—the *Yarrow Leader*. That may be, but I think the course you have taken will turn out in the end for your welfare. The *Simplex Daily Perceiver* is a clever little paper, and it has the wisdom to know the benefit of pithy writing—the kind of writing, I am glad to see, daily growing in public favour. People now-a-days will not trouble to wade through long tiresome yarns of news when they can get a better account from shorter and livelier penned matter. The *Yarrow Leader*, I observe from the copy you have sent me, is one of the many journals which study quantity rather than quality. But, as I have before said, your connection with it, I think, will be ultimately for your welfare. You have been in the habit of cramming as much as possible into the smallest possible space; now you will have almost unlimited space, and will be called upon to extend and 'elaborate'—to allow me the term—your reports. An accident which you would have related the story of in six lines for the *Simplex Daily Perceiver* you will be expected to occupy sixty lines with in the *Yarrow Leader*. This will tend to your acquiring an easy and ready style of writing, probably, if nothing else; but take care through it you do not acquire too the chronic style of verbosity, which would prove fatal to your connection with a better class paper. Beware of another thing. It is common with the reporters of rival sheets in provincial towns to contest for 'the honour' of having the longest reports—a silly rivalry which once begun is hard to end. A speech to which full justice would be done, if written so as to make about a third of a column, is spread out over a couple of columns, and so on.

"Though this rivalry is cherished much by many newspaper proprietors, give your colleagues to understand that it is not a matter on which you are about to exert your strength, no more than you can help without running amuck of the directions of your employer. Such a course taken I have known to act successfully in checking this absurd—and often amusing—work among reporters.

"In your last letter, I see you express a wish to come to London. I should strongly advise you to abandon that idea, if not for ever (though

that, perhaps, in your case might be the best advice I could give), at least for an indefinite period yet. You obtain a variety of work in the provinces not obtainable in London. Where you are now you report on, and write about, almost everything; if you were in London, you would have to single out some special class or section of work. Of course you *might* not have to do so—there are exceptions to every rule—but to give you some idea of London division in reporting, take the following :—The police news is supplied to the daily papers—whether morning or evening—by contract or lineage; the superior law intelligence is in the hands of men who are duly qualified for their task by being barristers by profession; 'fires'—or rather the particulars of fires—are supplied officially; and 'accidents,' and so forth, are very often received from similar sources; of 'County Court'—unless it is a case of peculiar interest—no notice is taken; and special reporters, well posted in all the slang and technicalities, are delegated for such matters as boat-races, turf affairs, and sports various; and, in short, much of this last work is 'done' by yearly contract also. I know myself one particular gentleman who holds the contract to report for the daily papers all the rowing events that take place on the Thames. So you may understand that so far as gaining a knowledge of the reporting profession is concerned, your chance would be retarded rather than increased by coming to London. Do what you have to do now, where you are, well, and then you, perhaps, afterwards can take London in a higher journalistic capacity than that of reporter."

If there is one thing more difficult than another to make the young writer understand—whether he writes for a newspaper or a magazine—it is that the most simple and the most brief language is in every case the best. In fact so difficult do we think this that we have very little doubt that the young writer so informed does not question the sanity of the literary greybeard who so informs him. But, nevertheless, the most simple and the most brief language is the best for all purposes, and the sooner a young writer comes to regard and recognise this the sooner may he hope to succeed. The reporter very often gets into this pitfall because of his dislike to kick against certain old journalistic forms of expression, or, in other words, newspaper-phrases. Old Noter always wrote of a little flower show held at Dullboro' as a "grand floral and horticultural exhibition," and so young Noter follows his example in this respect and in many other respects However, we will not speak further ill of the old man now that he is dead, the young 'un has his faults we know, and perhaps they would astonish no one so much as old Noter could he come to life again.

CHAPTER XIV.

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HOW TO BECOME A CHEMIST.

Perhaps there is no trade, profession, or calling, the entrance to which presents greater difficulties than that of medicine; at the same time any person with a little tact and ability can more easily bring himself into a position, not on a par with medical men, but a step lower. To become a chemist and druggist is much more easily accomplished, presenting as it does fewer obstacles in the way of study, and requiring nothing like the expense that is necessarily laid out to become a doctor. Of the many classes of business into which a person can enter, none are so clean and respectable, so instructive and interesting, as the one the subject before us. A chemist, with a fair amount of knowledge and intelligence, is looked upon by all classes as a man of no small importance. He is consulted by his customers, and is afforded ample opportunity of making himself more and more acquainted with the "ills that flesh is heir to." Our endeavour will be to state the steps necessary to be taken in order to become legally qualified either as a chemist and druggist, or as a pharmaceutical chemist. The Pharmacy Act has appointed a council, and the examinations imposed by the Board of Examiners are subject to the supervision and control of this council. Under the present regulations there is nothing to compel the student to undergo the almost invariable commencement of study, viz., apprenticeship; but the Pharmaceutical Council have given notice that "on and after January 1st, 1877, each candidate must produce certificates to the effect that for three years he has been registered as an apprentice or student, or has otherwise, for three years, been practically engaged in the translation and dispensing of prescriptions." Although there are, doubtless, many advantages to be gained by the practical insight into details which it gives under a good master, it is possible that the pupil may waste much time in the drudgery of simple dispensing, and have no real help given to him in what may be termed his professional studies. On the whole, therefore, we are inclined to think it is better, and at the same time cutting off an item of expenditure, not to be bound to any one, but to obtain a situation as an assistant, or what is termed an "Improver," and acquire any particular knowledge which the student feels he most requires;

and if he find he cannot obtain it with one master let him change for another. The first step the pupil has to take towards becoming a chemist and druggist is to pass the preliminary examination, or to present a certificate of having passed any of the local examinations or of any other legally qualified constituted examining body previously approved by the council, provided Latin and arithmetic be included in the subjects. The preliminary examination of the Pharmaceutical Society is held on the first Mondays in January, April, July, and October in every year at most of the principal towns. The fee for this examination is two guineas, which must be sent to the secretary, with the candidate's name and address, at least fourteen days prior to the day of examination, at the same time stating at which town the student wishes to be examined, a list of which can be obtained by writing to the Secretary, Elias Bremridge, 17, Bloomsbury-square, London, W.C. The examination is a written one, and comprises the following subjects :—Latin, translation into English of a paragraph from the first book of Cæsar ("De Bello Gallico"), Latin grammar, English grammar, and composition. The first four rules of arithmetic, simple and compound interest, vulgar fractions and decimals, and a thorough knowledge of the British metrical system of weights and measures. In the event of failure the fee is returned less one guinea, but he will be admitted to a subsequent examination after an interval of three months, on giving the usual notice and payment of the full fee. If the student is successful he is eligible, on application to the council, to be elected an apprentice or student upon paying the subscription of half a guinea, such election not being compulsory, but it is advisable that the student should accept it, as it entitles him to receive weekly the journal, which contains much valuable assistance in papers and reports, &c., of the transactions of the Society free, to have the use of the museum and library, to be eligible, under certain conditions, to compete for the prizes and scholarships offered by the Society. While it is immaterial whether the preliminary examination be passed before or after entering a business, it is, perhaps, better that he should do so, inasmuch as it leaves the various branches of the trade upon which he is entering, as well as leaves him free to pursue the necessary studies, for an after-examination. The pupil having passed this preliminary examination, he should now enter a chemist's shop, placing himself under an able master, either paying a premium and being bound as an apprentice, or offering his services for a certain period at a small remuneration, stipulating that he be taught the routine of the business. Many chemists are to be found who will take young men upon these, or similar, conditions. In the shop the student's first duty will be to make himself acquainted with the names, English and Latin, as also the places of the several bottles, drawers, and jars; if he know Latin he will have no difficulty in reading the labels on the bottles,

and custom will soon teach him where the several articles of merchandise are kept. He should note down prices of different things he is called upon to serve to customers, which he will learn from his employer, until he retains a knowledge of them. He should learn to weigh and measure drugs, so as to be able to serve them quickly and cleverly without waste; above all he should always see that the counter, shelves, and bottles are clean and tidy—a place for everything, and everything in its place; in fact, a chemist's shop should be a model of cleanliness; for medicines, not being as palatable as brandy or other beverages, would appear still more offensive to the taste if dispensed in a dirty or slovenly manner, and from an unclean shop. It is almost needless to add that by appearing smart and active, intelligent and industrious, with a clean and tidy place of business, the student will be liked by the customers, gaining their confidence and patronage, bringing credit to himself, and custom to his employer. After business hours, the pupil should devote some little time to the study of prescription, enabling himself to read without abbreviation autograph prescriptions, to translate them into English, and render a literal as well as an appropriate translation of the directions for use, also to render in good Latin ordinary prescriptions written in English; this will help him in his duties in the dispensing department. Being able to weigh, measure, and compound medicines, he must learn to write the directions in concise language in a neat and distinct hand, to finish and properly direct such packages. The student's attention to the foregoing branches of his business is requisite, not only as being essential to his position, but also as they are subjects in which he has to satisfy the Board of Examiners, in his second examination, that he possesses a knowledge of them. The pupil must now commence studying for this second examination, termed the "Minor," which, if he pass, will entitle him to be registered as a chemist and druggist, and being so registered he will be duly qualified to commence in business for himself and under his own name. The conditions under which he enters this examination are, that he must have passed the first or preliminary examination, and have attained the age of twenty-one years. The fee is three guineas, which, in the event of failure, is returned under the same conditions as for the preliminary. The Board of Examiners meet in London every month excepting August and September, for conducting this examination. The subjects in which the student is examined are seven in number, two of them—Prescriptions and Practical Dispensing—have already been referred to, the remaining five are Pharmacy, Materia Medica, Botany, and Chemistry. The student will find it necessary to devote as much time as possible to the study of these subjects, both theoretically and practically. In Pharmacy he must study well the Pharmacopœia, so as to be able to recognise the preparations contained therein, to give the proportion of the active ingredients,

and possess a practical knowledge of the processes and the principles of the processes, by which they are made, and of the best excipients and methods of manipulation for forming emulsions, pills, etc., together with the doses and uses of the several preparations. In Materia Medica he will have to recognise specimens of roots, barks, leaves, fruits, resins, gums, animal substances, etc., used in medicine ; to give the botanical and zoological names of the plants, etc., yielding them, and the natural families to which they belong ; to name the countries and sources from which they are obtained, the official preparations into which they enter, to judge quality and freedom from adulteration or otherwise of the specimens. All this information will be found in either the British Pharmacopœia, or in Squire's Companion. Messrs. Southale, Son, and Dymond, of Birmingham, supply cases at very moderate prices, containing a specimen of all the productions that come under the head of Materia Medica ; each specimen is enclosed in a separate envelope ; on the outside of which is printed the botanical and other names, the natural families to which they belong, together with the preparations into which they enter, and such other information respecting them as may be necessary to enable the student to properly study this branch of his examination. The student must also be able to recognise the more important botanical and indigenous plants used in medicine. To possess a general knowledge of the study of plants, and the structure and distinctive character of roots, stems, leaves, and their parts. To name and describe the various parts of the flower. The student will be much benefited in his study of botany if he occasionally takes a botanical ramble, accompanied by Bently's or any good manual of botany. The last subject, Chemistry, will demand a good deal of the student's time and attention, for he will have many difficult obstacles to contend with, yet in the end there is no study so pleasing and interesting, yet so instructive, as Chemistry. To enable him to pass his examination in this subject he must learn to recognise ordinary chemicals used in medicine, and to possess a practical knowledge of the processes by which they are produced, the composition of such as are compound, and explain the decompositions that occur in their production and admixture by equations or diagrams. To determine practically, by means of tests, the presence in solution of the chemicals in common use, and explain the reactions which occur in each case. To possess a general knowledge of the laws of philosophy, and a practical knowledge of the means of determining specific gravities, densities, and temperature, and of the instruments appertaining thereto, and the physical and chemical constitution of the atmosphere.

"Attfield's Chemistry" is the book best adapted for the use of the student, containing, as it does, some good, simple, and practical experiments with much valuable information concerning them. The Pharmaceutical Society

offer advantages to those living in London in preparing for the examinations. Classes are held, and lectures delivered by professors at the Institute, Bloomsbury Square, to those who do not feel competent to conduct their own studies and require assistance. The fees for the same are fixed at a moderate price, and at such hours as to enable students to avail themselves of the facilities thus offered. There are branches of the parent society established in different parts of England for assisting by means of classes intending candidates. They are encouraged by, and receive, grants of money, and loans of books, and specimens from the head establishment in London. The first one was commenced in Northampton, and has been very successful in coaching students; others have followed in Leeds, Sheffield, and many other towns. There are also in London many masters who give assistance at fixed charges in the several branches of study for all the examinations. Dr. Muter's School of Chemistry and Pharmacy in Kennington is one of these, from which many candidates have been successful. Likewise similar credit is accorded Mr. H. Judd, principal of the Surrey School of Chemistry and Pharmacy, 4, Elm Terrace, Wandsworth. Under this able and successful tutor, students for the minor examination may, by their own studies and diligence, pass at a cost, including apparatus, &c., of two guineas. Mr. Judd has, for the benefit of those not living in the metropolis, introduced a postal system, by which students in the provinces receive ample instruction at a moderate cost. We have now shown how to become a chemist and druggist; there is yet another branch which requires notice, that is the Pharmaceutical Chemist. This is a higher qualification, and has the advantage of exemption from service on all juries or inquests. To attain this it is necessary to pass a third, the major examination, which is held monthly, the fee being five guineas. The subjects are Materia Medica, Botany, and Pharmacy of a higher standard than what the student has already passed for a chemist and druggist. All the examinations are held at the Institution in London, and any information can be obtained from the secretary, upon application, or by letter. Having now shown our young student the steps he must take, the examinations he must pass, the fees he must pay, in order to become a legally qualified chemist and druggist, we must leave him to shape his own course. Whether he takes the higher qualification of Pharmaceutical Chemist, or is satisfied with the lower title, he can never, with perseverance, fair skill, and honest endeavours, fail to ensure a competence, while it has fallen to the lot of many to make large fortunes in it. It is pre-eminently a business for work giving insight into the productions of nature, and teaching a man knowledge of the world, its maladies, and evils. It embraces all countries, all creeds, and all classes. On the one hand it has its long hours, on the other it supersedes a doctor, for the chemist knows when he has done, while the doctor does not. By perseverance

and diligent study there is nothing to prevent the student acquiring a sufficient knowledge to enable him to pass his examinations, upon doing which he can, with a small capital, open a business of his own, or obtain a good salary as manager, with a prospect of partnership. In the one capacity or the other, by careful attention to the wants of his customers, with due regard to himself and his pecuniary affairs, he will increase and strengthen his position, at the same time his wealth, and in all probability save sufficient upon which to retire with his wife and family, when he is growing old in years and his hair turning grey.

The following extract from the correspondence of the *American Newspaper Reporter*, tells a story not altogether inapplicable to the relations of London and Country Printing Offices as schools of learning :—"WHERE CAN BOYS BEST LEARN THEIR TRADES?—Anamosa, Iowa, March 13, 1876.—Editors *American Newspaper Reporter :* Gentlemen—I wish to ask you a few questions in regard to advertisements in the New York *Sun*, for 'Boys to run Gordon presses and set type,' which I would like to have you answer under the head of 'Questions and Answers.' The *Sun*, in almost every issue has the above advertisement in its colums, and I want to know if it would be a wise plan for a young man, of say 16 years, to try and get any such situations. I don't want to get one, but ask you for the reason that I have heard lots of typos. say :—'If I was going to begin the business again I would go to New York and learn it ;' and others say, 'Apprentices are fools for staying in the Western States to learn the business ; they can get twice the wages in New York ;' and so on. Now, I would like to have you give me your opinion on the subject, whether New York is the best place for a young apprentice, or the Western States.—Young Printer. [The men who preach such doctrines are frauds. Unconscionable scamps, they endeavour to inculcate such teachings that boys may be prevailed upon to leave their masters and give the entire field to them. Our answer to your query is emphatically, 'No.' Boys who come to New York, attracted by the prospect of higher pay, are losers in every sense. They sacrifice their chances of becoming expert workmen, for they are kept type-setting, and get no show for miscellaneous work ; they do not earn much more than will keep them ; they surrender home comforts, and are forced into indifferently-kept cheerless boarding-houses ; they are not held in respect by good workmen ; they are exposed to trying temptations, and are often mere wrecks before manhood is fairly on them. Country offices turn out best workmen. Every boy trained in them gets a general practice of the trade, whilst in big city offices apprentices often know only as much as can be learned in one department.—Eds. *American Newspaper Reporter.*]

CHAPTER XV.

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THE COMMERCIAL TRAVELLER.

This calling is one which attracts much of that floating unemployed section of the community so characteristic of large towns. Perhaps "rolling stones" imagine that rolling is their forte, and ought to result in assisting them to accumulate money. Many may, therefore, believe themselves thoroughly qualified to take a traveller's place, simply because they "don't mind travelling." We shall start by acquainting these misguided men with a few facts which will probably send them on another track, to the benefit, let us hope, of themselves, as well as to advertisers searching for "an experienced traveller with a good connection in the —— line."

If a man has to sell goods to a shopkeeper he may be asked by that generally practical-minded man, at what price he could furnish a certain article similar to some in the shop window, or on the counter. If the traveller's knowledge of his employer's prices enables him to answer so simple a question, he may be told that the article in question cost less. He will then have to explain the reasons why this is the case, and if he fail to convince the shopkeeper by sound argument, farewell to a future deal.

We might also add, farewell, a long farewell, to future employment as a commercial traveller, because his employers will soon discover, what they generally do at the first interview, that however honest and earnest he may be, he is not the right man in the right place. In but few instances are agents, without previous training in the line, required to represent the interests of large firms to retailing customers. An employer frequently wants to hire not only previous experience, but to avail himself of an employé's connection. Sometimes he may be content with either, and occasionally, when wishing to sell a new article of general utility, he may perhaps prefer an inexperienced man at a small salary or percentage on sales effected to the higher priced individual who has a speciality. It is one of the objects of this work to urge all workers to cultivate a speciality for something. If a man will make up his mind to know more than anyone else on some one subject, the time is sure to arrive when his knowledge will hoist him into an advantageous position. No man who scatters his powers like

dust shot in attempts to bring fortune down to his feet stands a chance of being as successful as he who is able to concentrate his capital and place a heavy bullet in the heart of the hard-skinned goddess. Whether in letters or law, in science or art, in commerce or in canvassing, the man who is wanted is he who has taken to a single branch until his fellows recognise him as the man at the right end. Many clever men have buzzed round without benefit to the world or themselves. Brains have been beaten by stupid yet persevering individuals since the country began to be civilized, simply because their owners were too diffuse. Take a piece of gold and hammer it out thin enough, and it is easier to make a hole through it than through a piece of lead of double its thickness. We might multiply instances, and lecture for hours, but it is clear from a glance at almost any object that the day has come when thoroughness is an essential quality for all good work.

Nothing is more right than that this should be so. The toiler would have no protection if nature permitted the amateur to outstrip the man who had served a long apprenticeship. If the prize were to be snatched from before the hand of the faithful by a careless beggar unwilling to work for it there would be an end to all honest industry and hope of earthly happiness. Money is to be picked up occasionally, as we have said before, by selling new articles, but even here certain qualities are required which very few persons possess, and the payment is very seldom in proportion to the risk incurred. We cannot, therefore, recommend the right sort to take to this means of earning an existence. It may answer if combined with another business, yet it is apt to prove as detrimental to that other business as the other business is in its turn to act in the same manner. There is this to be said, manufacturers seldom require the assistance of such sort of gentlemen if the article is likely to sell well, and it is a maxim in trade which ought never to be entirely overlooked, that "a good article sells itself." Having thus cleared the loose stones from the ground, we may give some ordinary information on how to become, and how to act, as a commercial traveller, without fear of our readers falling into mistakes as to the class we write about.

The old style, remarkable alike for hard drinking and for hard constitutions, seldom show up, except at public dinners, or as chairmen of charities during the annual attempt to extort money from a soft-hearted and soft-headed public for foolishly philanthropical schemes. The days of travellers such as these were are gone, fortunately, never to return, and let no intemperate subject attempt to ask employment from the few old hands who are lingering in this world as employers, because such men are now, too late, the strongest supporters of temperance, and the strictest searchers into the habits of the travellers they employ. They have had their fill, and,

knowing the cost, are determined, in their own interest, to engage only temperate travellers.

The first step is to gain the confidence of the employer. This is generally secured by personal intercourse resulting from a proper performance of minor duties. If you can satisfy an employer that you not only do everything better than others, but that you do more than can be fairly expected of you, he is certain to consider your claims to act as his traveller. Having been faithful in small things he may believe you likely to be equally trustworthy in more important matters. Of course, the would-be traveller ought to be able to write a good plain hand with rapidity, and understand how to keep his accounts in a simple way. Other knowledge is useful, such as modern languages. Drawing is also a desideratum to the representative of nearly every species of manufacture. As the work requires a strong constitution and equable disposition, besides intelligence and its pupil, courtesy, we may assume that a large number of aspirants are not able to adopt the calling with any chance of ultimate success. Supposing that the employer has given you the post, let us consider what you require on setting out. Every traveller should be well dressed, rather above than below the average, and when we say well dressed we need scarcely warn a young man against indulging in jewelry or advise him to get a good hat, boots, ties, and clothes. A good tailor is a good friend, and good taste which avoids "loudness" of attire, a good recommendation. Next to the outside appearance we may take what lies beneath, the body requiring quite as much care if business is to be successfully followed. The first habit we advise is early rising, say from seven to half-past. It is important that the plan of business for the day, like the points of a speech, should be carefully run over before beginning it. If the "commercial" rises so late that he has scarcely time for a hurried breakfast, his employer's interests are pretty sure to suffer. Moreover, the habitual early riser finds very little hardship when called upon to take a journey before breakfast. In order to rise early it is necessary to go to bed before twelve, say not later than eleven o'clock.

An old traveller, in his advice to a young one, published by W. R. McPheon and Son, Glasgow, price sixpence, advocates the cultivation of habits of economy. He points out that the handling of much money is apt to make a man less careful about small sums, which appear trivial compared with the amounts weekly passing through his hands, and he recommends the traveller to make a habit of balancing his cash at least once a fortnight. "He will usually find his personal expenditure to have been greater than he expected. . . . . Mental excitement, high living, misadventures by land and water, the summer's heat, and the winter's blast, and, more fearful than all these (from their insidious effects), the constant risk of damp beds, all tend to make his health and life matters of

great uncertainty. Hence everyone should make some provision for such." The author protests against stinginess to servants quite as strongly, and he gives the following table of daily fees which are generally tendered to inn servants :—Waiter sixpence, and for a single meal threepence; chambermaid sixpence; ostler ninepence per night, fourpence for a bait, sixpence extra for washing your gig; boots, threepence for cleaning your boots, and for other work, such as carrying patterns, threepence if they are light, messages, etc., in proportion to his labour. In Scotland you employ a porter for carrying heavy luggage. The charge per man is three-and-sixpence a day; of course, for short jobs they expect to be paid in a higher proportion. The average daily expenses of many commercial travellers are put down at twenty to twenty-one shillings, and if accompanied by his wife twenty-five shillings. "The best method of securing prompt and satisfactory service is by conducting yourself towards servants in a quiet, civil, and decisive manner." If the boots causes you to miss your train, or the groom neglects the horse and gig, or the chambermaid does not air the sheets sufficiently, make the offender's fees less.

One of the apartments in an inn or hotel reserved for the exclusive use of commercial travellers is called the commercial room. Here gentlemen tourists, tradesmen living in the town, or professional men, have no right to intrude. The landlord is considered to be responsible for any property stolen from this room. Taking off your hat on entering, and handing your coat to the waiter, do not forget to inquire if all your luggage has been brought. Direct the boots to take what you want to your bedroom, and make up your mind to remember the number of it. Breakfast is generally from eight till ten, charges varying from one-and-sixpence to one-and-ninepence. Dinner in England, from one to half-past, and in some places at two. In Scotland from four till five o'clock. This meal is charged for at the rate of two shillings to half-a-crown, but if you dine alone you are expected to order a pint of wine, say port or sherry, which costs 5s. or 5s. 6d. abottle. Tea is brought in as ordered, and costs the same as breakfast. Supper two shillings. If not inclined for either, you can call for a sandwich or poachedeggs, or any light dish of the kind, for which you will pay ninepence or a shilling.

"It is a usage of the room," writes the same authority quoted above, "to order a glass of wine or spirit-and-water in the evening. This is technically called a bottom 'of sherry,' or of whatever liquid it is, and is charged one shilling." Afterwards you can order smaller quantities which cost less. "The expenditure of one shilling in this way every night is considered to be one of the claims of the innkeeper upon the frequenters of his commercial room, and is generally ordered whether needed or not. Smoking may be commenced after nine o'olock in the evening.

In England customers are generally visible at nine in the morning, in Scotland half-an-hour to an hour later. On going into a shop for the first time ask for the principal; if his foreman attends to the business he will hand you over to that individual. It may so happen that the principal is engaged with a customer or another traveller, if so call again until you find him disengaged. Should he leave his customer to shake hands with you, just say you will drop in again, and go out of the shop immediately. If possible make an appointment and keep it. To neglect keeping an appointment may lead your customer to believe you are sacrificing him to his rivals. Be firm about settling accounts, warding off all excuses with blandness, yet never relinquishing your point. Courtesy is not thrown away, but it is impolitic to be servile.

Never allow yourself to be bullied into unjust allowances, and always maintain your good humour, particularly if called upon to explain the delay of goods, or any error which may have occurred. As it may happen that you have to see a customer, it is not always wise to partake of his profferred hospitality. If you invite him to your hotel he will naturally be inclined to return the compliment by inviting you to his house. So be on your guard from the beginning. By no means invite a customer to a mean meal, but give him a good one in a private room, the commercial room not being the best place for a customer.

Regarding the rule of the commercial room, it may be briefly stated that at dinner the gentleman who has been longest in the house takes the chair, orders the wine and acts as president until the bill is brought. The gentleman taking the chair opposite, at the bottom of the table, is the party who arrived the latest of the company present, and acts as vice-president. Should it so happen that you have invited a friend to dinner, you take the chair at the head of the table, your friend being on your right.

In the work from which we have quoted, some stress is laid upon the toasts and privileges of the president, but we think unduly so, and although a novice may be called upon to perform the duties of president his first day, we advise him to shuffle out of it, until he has learnt how to carve and to perform the other duties with satisfaction to himself and his neighbours. Besides, we have no wish to crowd the commercial room with impostors. Two things are to be impressed on the commercial traveller, as well as upon others—Neither air opinions which may prove offensive to some one, nor disclose your business or your customers' doings. "Among the miseries of commercial life, we may instance the one of rising at three o'clock on an inclement winter morning, or haply, sitting up till that time in a cold, solitary bar, amid the perfumes of expiring candles. In the one case, you are rudely disturbed from your first slumber by a 'boots' rendered ferocious by his own sense of the hardship; dress yourself by the aid of a taper

which each gust through the ill-fitted window threatens to extinguish, and then groping your way to the cheerless room below, await in shivering durance the arrival of the train. In some half-hour you hear the engine's whistle on the rail, mingling its tones with the still louder tempest. Having wound yourself up to a desperate effort, you rush out, and when half recovered from the first blinding gust of sleet and rain, you have the satisfaction of finding yourself just in time to be seated comfortably before the train starts."

Never leave a leading house to travel at a higher salary for an inferior one.

Indolence in the Aggregate.—The results of indolence upon communities are as marked as upon individuals. In a town of industrious people the streets would be clean, houses neat and comfortable, fences in repair, school-houses swarming with rosy-faced children, decently clad and well behaved. The laws would be respected, because justly administered. The church would be thronged with devout worshippers. The tavern would be silent, and for the most part empty, or a welcome retreat for weary travellers. Grog-sellers would fail, and mechanics grow rich; labour would be honourable, and loafing a disgrace. For music, the people would have the blacksmith's anvil and the carpenter's hammer, and at home, the spinning-wheel and girls cheerfully singing at their work. Debts would be seldom paid, because seldom made; but if contracted, no grim officer would be invited to the settlement. Town officers would be respectable men, taking office reluctantly, and only for the public good. Public days would be full of sports, without fighting, and elections would be as orderly as weddings or funerals. In a town of lazy men I should expect to find crazy houses, shingles, and weather-boards knocked off; doors hingeless, and all a-creak; windows stuffed with rags, hats, or pillows. Instead of flowers in summer, and warmth in winter, every side of the house would swarm with vermin in hot weather, and with starveling pigs in cold; fences would be curiosities of lazy contrivance, and gates hung with ropes, or lying flat in the mud. Lank cattle would follow every loaded waggon, supplicating a morsel, with famine in their looks. Children would be ragged, dirty, saucy; the school-house empty; the jail full; the church silent; the grog-shops busy; and the carpenter, the sadler, and the blacksmith would do their principal work at taverns. Lawyers would reign; constables flourish, and hunt sneaking criminals; burly justices (as their interests might dictate) would connive a compromise, or make a commitment. The peace-officers would wink at tumults, arrest rioters in fun, and drink with them in good earnest. Good men would be obliged to keep dark, and bad men would swear, fight, and rule the town. Public days would be scenes of confusion, and end in rows; elections would be drunken, illegal, boisterous, and brutal.

CHAPTER XVI.

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HOW TO MAKE A LIVING.

THE IMPORTANCE OF CHOOSING WISELY.

An especially important part of every man's career is its beginning, upon which, in a greater degree than we are apt to think, depends the prosperity of the man throughout. The choice of a business determines the life of a man. It limits him on every hand, moulding him physically, intellectually, and even morally, sometimes; it determines how much and what kind of work he shall do; how much leisure he shall have; what books he may read; what his associations are to be; and in a hundred other ways affects his daily life to the end, and shapes his character far more certainly than even his previous education has done. It is, therefore, of the utmost importance that everyone shall choose his business wisely, determining the question not, as is ordinarily done, upon caprice or under the influence of accidental circumstances, but upon a just estimate of his fitness for the business and the fitness of the business for him. So to choose is to avoid nearly half the errors which embitter human life. So to choose is to insure the spending of life profitably, worthily, and, for the most part, agreeably. Of an unwise choice comes failure, probably,—inefficiency and discontent, certainly. But to choose wisely, one must choose not carefully only, but intelligently, too. He must know himself as thoroughly as possible, and must govern his decision by correct principles, taking care that mere fancy shall have nothing whatever to do with it, and that no misapprehension of facts shall mislead him. A misstep here is fatal in most cases, and a source of ill always.

HOW TO CHOOSE A BUSINESS.

1. The first point to be considered in the choice of a business, is your ability to earn a proper livelihood in its pursuit. If it does not give a reasonable promise of that, it is no fit business for you in any case. The labourer is worthy of his hire, and you have no right to withhold the hire, even though you be yourself the labourer in question. The world does not "owe you a living," as the phrase goes, but you owe it to the world to earn a living for yourself. You must live somehow, and have no right to live upon the product of other labour than your own.

2. It is necessary also to consider the question whether or not the business

is likely to yield more than a living. Money in excess of one's actual needs is a powerful agent greatly increasing one's capacity for good work, and so this point is by no means to be neglected, though it is secondary in importance to some others. Other things being equal, that business is best which will certainly yield a support and is likely to yield the largest surplus. But in order that other things shall be equal, several conditions must be satisfied.

3. As we have already seen, the world is entitled to your very best work, and in choosing between all the avocations which satisfy the first condition set down above, it is the imperative duty of every man to choose the one in following which he is likely to do his best work. And by one's best work we do not mean work in the most dignified and so-called "respectable" employment he can follow by any means, but the best work he can do of any kind. It is far better work to make particularly good horseshoes than to practise law or medicine only tolerably well. The man to whom nature has given a genius, or even a talent, for mechanics, positively wrongs his fellow-men when he chooses to devote himself to a business in which he is less able to excel. No man has a right to spoil a good blacksmith or carpenter for the sake of making an indifferent physician, or clergyman, or attorney. The world has need of best men in every walk of life, and we have no right to make a poor worker in one field out of a man who might have been a good worker in another. It is the duty of every man, in short, to ascertain, as nearly as possible, what talents he has,—for what he is best fitted,—what work he can do best, and to choose his employment accordingly.

Even if we put the claim of our fellow-men in the matter completely aside, and regard selfish interests only, we shall still find this in every way desirable. There is a joy in doing the thing for which we are fitted, that no man can know whose work is less truly in harmony with his nature. We enjoy doing the things that we can do well, while the imperfect doing of things in the doing of which we are conscious of a lack of the power to excel, is little less than a source of positive misery.

And a like result is reached if we measure the matter by a strictly pecuniary standard. The market is always overstocked with middling work of all sorts, while first rate work in every department of human effort is always so scarce as to command high prices. Every newspaper editor, every merchant, every manufacturer, every employer of any sort, indeed, is constantly overwhelmed with applications from people who are capable of doing tolerably good work; while every employer knows that when he has need of a man capable of really first rate performance, he must search diligently for him, and pay him a high price when he is found. Now, the men who become capable of this sort of work are those, and those only, who

have devoted themselves to the business for which they are, by nature and education, especially fitted.

4. Your physical fitness for the business must likewise be considered. You have no more right to commit indirect than direct suicide. You owe it to yourself, to your family, present or prospective, and to the world, which has need of you, to live out your full measure of life, in health and in working condition, as far as the matter is within your control. If there be that in your constitution, or in the history of your family, which indicates a liability on your part to particular classes of disease, you have no right to presume upon your present health, or upon chance good fortune, in choosing a business, the pursuit of which will add to the danger or diminish the safeguards against it.

5. In like manner, if you are likely at any time to be a married man, it becomes your duty, in choosing your avocation, to recognise the claims of wife and children upon your time and society. There are professions and trades, as everybody knows, which no married man can follow without unjustly depriving his family of the companionship which every man owes, as an imperative debt, to those who constitute his household. The man who is likely ever to marry has no more right to adopt one of these callings than he has to provide in any other way for the discomfort of the family which he intends to call about him.

These are the general considerations which affect and should govern the action of every man deciding what his calling shall be. Some points of hardly less importance remain to be mentioned. Most of them are included, expressly or by direct implication, in the foregoing statement of principles, but as they are often neglected in practice, it seems necessary to set them down here.

It is especially desirable that you shall *find your level.* A large percentage of life's failures, and many of life's miseries, are due to people's persistent attempts to do things for which they are not fitted. A blunder of this kind at the outset is almost sure to embarrass one through life. One does not like to confess such a blunder; it is mortifying to give up what one has undertaken to do, on the ground that he is not qualified for the business; and there are hundreds of people who, by dint of favour shown, and by the unwise assistance of friends, manage to waste a life in the doing of poor work for poor pay, while they might be doing excellent work of some other sort, and living a life of personal independence and manliness. The trouble comes mostly from a mistaken notion of respectability. There is a feeling that certain callings are in some way more respectable than others; and unmanly as this feeling is, it misleads thousands to their ruin. In so far as it refers to the learned professions we may readily understand the prejudice, inasmuch as the successful pursuit of these, of necessity implies the possession of both

intellectual strength and culture, and these are matters worthily held in universal esteem ; wherefore there is genuine dignity and honour in the pursuit of callings of this kind, provided the pursuit be successful. The dignity and honour belong not to the professions, but to the intellectual qualifications necessary to their successful following. There is no honour in unworthily doing anything. The practice of a profession without the necessary qualifications, only serves to emphasize their absence, and so the man who seeks honour by entering a profession for which he is unfit, secures contempt instead.

But the prejudice which holds certain callings more honourable or more respectable than others, does not confine itself by any means to the drawing of a line between those professions which presuppose culture, and those which do not. The idea seems a not uncommon one, that it is in some way more respectable to sell goods over a counter than to follow a mechanical pursuit ; or, in general terms, that those avocations which may be followed in broadcloth are more dignified than those which may not. That these distinctions are not founded in reason becomes evident the moment one tries to trace them to their origin ; but that they serve to mar many lives which might be useful ones, is unquestionably true. There must be salesmen in our dry goods stores, of course, but the demand is always greater for skilled than for unskilled labour, and the supply is nearly always in an inverse ratio. The mechanic has a technical culture,—a skill gained by years of patient study,—which the other has not, and the possession of such a culture is a just ground for honest pride, as well as a sure guaranty against poverty. In short, while all honest work is honourable and dignified, the skill of the mechanic, which is in itself culture, is a worthy subject of pride ; and other things being equal, the mechanic is superior in fact to the unskilled worker. He can do a higher kind of work, and he is a more thoroughly educated man in his fustian, than is his fellow in broadcloth, who, with no greater intellectual or educational endowments, lacks his technical knowledge.

There is still another mistake commonly made in this matter. It is not the erroneous notion of respectability alone which leads so many young men who ought to know a trade, into clerkships and salesmen's positions instead. There is a prevalent belief among young men that there are more and better chances for advancement in commerce than in mechanical pursuits. They mistake their own vain imaginings for well grounded hopes, and it is safe to say that half the young men who seek city clerkships look confidently for the coming of a time when they shall be merchants on their own account. They have heard of such things befalling others, and see no reason why it may not happen so with them. They ponder the stories of men who, beginning as office boys, have become chief clerks, junior partners, and

ultimately even seniors in great houses, until these come to represent, in their eyes, the ordinary and probable course of affairs. They forget that success of this kind can come to but one man out of many thousands, and that when it does come it is the result of something more than mere chance. To a young man with capital in reserve, or with its equivalent in influence, or, still better, with extraordinary capacity, a clerkship may offer a reasonable prospect of ultimate advancement; but without one or another of these conditions, the chances are more than a thousand to one that he will never succeed in making more than a bare support for himself, while the over-crowded condition of the ranks in which he stands makes his position a precarious one always. The mechanic, on the other hand, brings a definite skill to bear upon the problem of money making. Only those who are similarly skilled can compete with him for employment. His skill is a positive capital, and his work is always productive. There are few "brilliant" opportunities open to him, though there are in reality quite as many as there are to the salesman or clerk; but he knows definitely how to do something which other men must have done, and which they cannot do for themselves, and if he be sober and industrious he is always sure of a support; while, with a wise economy, he may almost certainly accumulate a comfortable surplus in the end.

In general terms, it is important in every case that the worker shall know how to do some kind of work thoroughly well. In skill only is there any real safety from want. Even the possession of wealth is not half so sure a guaranty against poverty, and no man who is without a thorough knowledge of some business is ever safe. These are not new truths, but they need constant reiteration. Moreover, they are truer now and more important than ever before in our country's history. . . . Almost any man of ordinarily good capacity might make money without definite skill, and while that was the case, knowledge of some business was far less important than it now is as a preparation for life. When every man who could turn his unskilled hand to any useful thing was sure to find work and wages, and when every purchase of a piece of land included the possible purchase of a coming city, there was less need than now of technical education. But the era of easy money getting is rapidly passing away. The work of developing our country's resources is only fairly begun, it is true, but it is so well begun that only skilled labour is wanted in its further accomplishment. The geography of our land is already definitely planned, and men of wealth have anticipated our growth by many decades in the purchase of land upon which towns are likely to grow. Skilled workers are to be had now where there were none a generation ago, and they inevitably crowd their unskilled fellows from the places which eagerly sought them heretofore. Unskilled brains and hands found abundant and remunerative employment when there were no others,

but that day has gone by for ever, and the young man who can offer the world nothing better than untrained ability, is sure now to be left standing idle in the market-place because no man has hired or is likely to hire him. The ease with which money has been made hitherto by people without definite skill, has bred a national vice in this regard, and nothing less than a generation or two of positive suffering will cure it effectually. But every man may avoid it for himself, and if this little book, by warning its readers, shall pursuade any considerable number of them to arm themselves against poverty by making themselves masters of some calling, it will serve its purpose well. I cannot emphasize too strongly the truth which I have sought here to inculcate. The indifference with which young men habitually allow themselves to drift listlessly into avocations for which they are by nature unfit; the confidence with which they trust chance to do for them that which they should do for themselves; and the blind recklessness with which they neglect to acquire a skill that may serve them in their life struggle,—is simply appalling. If this little book might effectually warn its readers against so dangerous a course; if the author might hope to carry conviction to the half of them on this one point,—he might fairly rest content. Learn a regular business, and learn it well! To teach that alone would be to tell young men "how to make a living."

PERSISTENCE IN BUSINESS.

Having learned a business, it is almost always unwise, and sometimes it is even dangerous to change it either in whole or in part for any other calling. It is not at all probable that you will succeed better in a business which is new to you than in the one you understand; and so long as that yields you a support you cannot safely surrender it for something else. We have a national vice in this regard, which is hardly less hurtful and dangerous than the one already alluded to, and it is a result of precisely the same causes. While unskilled workers were in demand, and unskilled work was profitable, it was safe enough, and often advisable, to substitute one occupation for another, labouring to supply the demand of the day. The alteration which has taken place in the character of our country,—our growth from the condition of new settlements to that of populous states, has wrought a change in all this, and as it is now of paramount importance that every man shall regularly learn a business, so too it is only in the persistent pursuit of the business learned that there is now any safety. The temptation to change is often a very strong one, and it comes in many shapes. The danger lies chiefly, however, in the specious allurements of catch-penny callings. When one finds his own avocation a plodding one, yielding only its small regular wages, the temptation to change is strong. And when in such a case he is permitted to catch a glimpse of the occasional earnings of some follower of

a precarious business, it becomes almost irresistible. In such a case it is well to remember, first, that *so much in a day* is not *so much every day;* and secondly, that for every man who succeeds in callings of this sort at least ten fail utterly. The canvasser who makes fifty dollars in a day is certain to speak of the fact, but he is equally certain not to say anything of the many weary days whose work brought him nothing. Of the canvassers who fail entirely, we naturally hear nothing at all. The chances of success in callings of this general character (and these are the avocations which the people who change from one business to another commonly adopt) are very much smaller than the chances of failure. In truth not one person in a hundred has the qualifications necessary to win tolerable success in this kind of work. These qualifications are inherent, and not to be acquired in any way. Without them failure is simply inevitable and most of us are in fact utterly destitute of them, wherefore a very large proportion of those who have tried business of this kind have failed in the attempt.

The temptation to abandon one avocation for another is greatly increased by the false lights in which we see other people's work and other people's circumstances. Most men seem prosperous to their neighbours, who see only their mode of life and their expenditures, knowing nothing of their toil or of the economy which they find it necessary to practise in private. So, too, every man's work seems easier and more agreeable than our own, simply because we see it from the outside, knowing nothing of the drudgery incident to it, the difficulty of doing it, or the poverty of its results as its doer knows them. Of our own work we tire now and then, and when we do we exaggerate its difficulty and the disagreeable things attending it. Its results are much smaller than we have hoped, perhaps, and we naturally assume that they are smaller than those attained by our neighbour. We draw unjust comparisons between his lot or his work and our own, knowing our own perfectly and his imperfectly. Now it is a well-ascertained fact that the profits of different handicrafts do not materially vary from one standard, and it is safe to say that there is no great difference between the net results of all the different avocations open to any one man. In other words, every man's money-getting power is limited by his character, his intellectual capacity, his education, and his capital. These enable him to follow any one of certain avocations, and his earnings will be substantially the same whether he adopt one or another of the callings thus open to him. What the result would be if he had a larger capital, or a better education, or greater capacity, and so were fitted for some business which he cannot follow at all as he is, it is not worth while to inquire. Such as he is, he is capable of making a certain amount of money, and he could hardly increase the amount if his business were other than it is. To change, therefore, from one of the businesses open to him to another which cannot

pay better, is useless in any case, and when the change is from a calling in which the man is an expert to one in which he is a mere tyro, it is sheer folly. And yet changes of this kind are made every day by men who seriously hope to better their condition in this way. Now and then one does benefit himself by such a change, and this fact serves to tempt others all the more strongly. But cases of this kind are rare exceptions to a well nigh universal rule, and when they occur at all there is nearly always some factor involved which is not common to other cases at all. The man has some special fitness for the new undertaking ; or was in some way specially unfitted for the old ; or he is a man of more than ordinary versatility ; or he has entered upon his new calling under peculiarly favourable auspices ; or, as is sometimes the case, pure accident has come to his assistance. Whatever the cause of his success may be, it is exceptional, and in no way affects the rule that it is always dangerous and often disastrous to change from one avocation to another.

If one is not succeeding satisfactorily in the business which he knows, he may safely assume that he will find it still more difficult to succeed in one which he does not know. And usually there is a discoverable cause for the imperfect success and the remedy is commonly within reach. If you take pains to make yourself absolute master of your business, and give to it all the energy you have, success is certain. If you are doing listlessly that which needs to be done earnestly, you have only to rouse yourself to better performance. If you know imperfectly that which you should know perfectly, the shortest road to success is to stick to your work until you shall learn to do it with a master hand. It is not the best class of workmen in any calling who are out of employment, or whose work commands an inadequate wage. The fluctuations of business bear lightly upon these even while their less competent fellows are reduced to actual want. A reduction of force means always the discharge of the least efficient hands, and a reduction of wages strikes them first also. "There is room enough in the upper stories," said Mr. Webster, when he was reminded that the profession he had chosen was already overcrowded; and the remark holds good in all other avocations. To sum up briefly what has gone before, we say to every young man :—

1. Select a calling for which you are fitted by nature, education, and circumstance.

2. Learn your business thoroughly, making yourself a master workman.

3. Entertain no thought of changing from one avocation to another.

4. Bring to bear upon your work all the energy and capacity you have.

5. Do your work conscientiously, remembering that to do it ill is to defraud yourself, your family, and the world.

6. Respect yourself too much to hold your calling unworthy, bearing in mind the fact that that work is most honourable which is best done.

CHAPTER XVII.

THE SCHOOL BOARD, AND APPOINTMENTS UNDER IT.

The School Board is an institution called into existence by the Elementary Education Act of 1870, the object of which was twofold—1. To make provision for the elementary education of all the children in the country, by supplying any deficiency existing in school accommodation; and 2. To provide machinery for compelling the regular attendance at school of all children between the ages of five and thirteen years, unless some reasonable excuse or ground of exemption could be shown. With these ends in view, provision was made in the Act for the immediate formation of a School Board for the Metropolis, and power was given to the Education Department of the Privy Council to cause the formation of School Boards in any other parts of the country where the public school accommodation might be shown to be insufficient, and where the deficiency, after due notice, had not been otherwise supplied. The School Boards are elected by the burgesses or ratepayers in the same manner as the Common Councils or Vestries, the number of members in each case being determined, in the first instance, by the Education Department, and the term of office being three years.

The School Boards have powers, subject to the approval of the Education Department, to purchase sites, compulsorily or otherwise, to erect and maintain elementary and industrial schools, to pay school fees for indigent parents, to make bye-laws as to the attendance of children at school, and to appoint clerks, teachers, and other officers to carry out the provisions of the Act. The expenses are paid out of the school fund, consisting of moneys received as school fees, grants, or otherwise, any deficiency being made up from the local rates.

The Metropolitan School District comprises ten Divisions, of which the following is a list, with the number of members returned by each Division :—

Marylebone	7
Finsbury	6
Lambeth	5
Tower Hamlets	5

Hackney	5
Westminster	5
Southwark	4
City	4
Chelsea	4
Greenwich	4

The members are elected triennially in November. The head office of the Board is situated on the Victoria Embankment, where the weekly meetings of the Board take place. A staff of clerks is employed in the various departments, whose salaries range from £65 to about £400 a year. Vacancies seldom occur.

The members for each Division are charged with the duty of enforcing the bye-laws within their Division, and they may associate with themselves in a committee other persons, ladies or gentlemen, for this purpose. Each Divisional Committee has an office, and a clerk, who is also superintendent of the visiting officers appointed to enforce the bye-laws. According to the last printed returns issued by the Board, the number of visiting officers—who may be either male or female—is as follows :—

City	6
Chelsea	15
Finsbury	24
Greenwich	16
Hackney	26
Lambeth	34
Marylebone	26
Southwark	18
Tower Hamlets	28
Westminster	13

The salaries of Clerks of Divisions range from £200 to £250, and those of visitors, if female, from £50 to £70, and if male from £80 to £100. These appointments are thrown open to the public by advertisement as soon as vacancies occur, and candidates should, therefore, watch the advertisements in the principal newspapers, and send in their applications in accordance with the advertised instructions.

APPOINTMENTS IN BOARD SCHOOLS.

The erection of numerous Board Schools has rendered necessary the appointment of a large number of teachers and assistants during the last few years, and the supply has not always equalled the demand, though, at present, no difficulty appears to be experienced in filling up vacancies. The principal teachers receive a fixed salary, and in addition a share in the Government grant, and a payment for instruction in drawing, and, in the case of head teachers, a payment for the instruction of pupil teachers. The minimum

commencing salary of a head master is £110, and that of a head mistress £90, and may be gradually increased, according to the teacher's deserts, to a maximum of £210 in the one case, and of £150 in the other. Candidates for head teacherships in Board Schools should have been trained two years, and should hold a first or second class certificate. The assistant teachers are of various classes, and receive salaries of from £55 to £80 in the case of males, and from £50 to £75 in the case of females, which sums may be gradually increased to a maximum of £110 for males, and £90 for females. Pupil teachers, who do not receive any share of the Government grant, are paid, if males, 9s. a week in the first year of their apprenticeship, increasing gradually to 16s., and, if females, 5s. a week in the first year, increasing gradually to 10s. Candidates for pupil teacherships are paid, after a month's probation, 6s. a week if males, and 4s. if females.

The managers of Board Schools are appointed by the Board upon the recommendation of the members for the Division, who are themselves managers *ex officio*. The teachers of all classes, as well as the schoolkeepers and correspondents, are appointed by the Board, upon the recommendation of the managers. Advertisements may occasionally be seen in the leading newspapers, inviting applications for vacant teacherships, etc., and applicants should address the managers through the correspondent of the school, whose address will be stated. Parents who wish their children to be apprenticed to the Board as pupil teachers may apply to the managers, or to the master or mistress of any school, with a view to the child being received on probation for a month when a vacancy occurs. During that time the candidate will receive no pay, but if the probation be satisfactory, he may then be formally appointed by the Board on the recommendation of the managers, and commence to receive salary according to the scale. His foot is then upon the first step of the ladder, and his future advancement is a matter depending mainly on his own assiduity and perseverance. Candidates must not be under 14 years of age at the time of appointment, and they may become pupil teachers after six months' probation, if circumstances then admit of their passing the examination of the Government Inspector.

The correspondents of Board Schools may be paid or unpaid. In London paid correspondents are usually employed one to each Division, and are paid salaries varying according to the number of schools, and the consequent amount of work required from them. Each school is placed in charge of a schoolkeeper, whose duty it is to cleanse the schoolrooms, take care of the premises, and look after the children when in the playground. The salary ranges from 25s. to £2 a week, according to the size of the school, with rooms in the school building. For these appointments it is advisable to watch the advertisements in the newspapers, and application should be made to the managers previous to the opening of a new Board School.

CHAPTER XVIII.

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THE START FOR EMPLOYMENT.

Upon a fair start depends the after-success of the unemployed. It is a step that requires much consideration, and, at times, the advice of friends and the experienced. Take, for instance, the cases of a lad without a trade, and the young man who "can do anything." Both are willing to work hard for a livelihood, but their inexperience in any special department of labour renders them nearly valueless until they are drilled well into the industry they may have the fortune to get employment in. Many employers will not have such hands at any price ; whilst others take them on at very reduced wages. The recruiting sergeant beats up young men from the above miserable class, and as they enter the ranks from want alone, the army life has no pleasure for them. It is one of the most difficult tasks to find openings for lads. Some are well educated, and swell the ranks of the overcrowded market of clerks at salaries that pinch their bowels and their pride. Other youths get into shops as errand lads, and pick up a trade if they be sharp, but seldom become skilled hands. Here, however, they outgrow their position, want more wage, and have to make way for the boy from school, and so the thing proceeds until there are thousands of young men idle from the age of 18 to 20. If they have no friends, and escape the "fife and drum," too many poor fellows take to evil ways, and, before they can be called men, get their characters recorded on a ticket-of-leave. Who will employ them then ? A mark is set upon them, and their hand, in too many cases, is against every man's, and every man's hand is against them. To give young men so situate a start in life, we have as street-sellers, costermongers, and hawkers, pointed out a great many ways of obtaining a fair paying, and not over-taxing, livelihood. To those who fortunately have a trade, no start is necessary, for no sooner has their apprenticeship expired than they can either work for their masters or others. The "men who can do anything," "take positions of trust," "anything light," can seldom do anything at all, and it is from this class, if healthy and tall, our police force is mainly recruited, or the railways pick up their guards, constables, signalmen, switchmen, and

porters ; and railway employment is, perhaps, the best start such hands could get.

We now arrive at starting in search of employment. If a man be a mechanic, let him start as clean in his appearance as a shave, blacking, brushing, and soap and water, can make him, studiously avoiding the short pipe, and keeping his hands out of his pockets. Bear himself upright, and when he approaches an employer of labour or foreman, speak his wants respectfully but manfully, and the same golden rule should apply to all classes. Ask every man he thinks likely to know, that he meets, if he knows of a job, but never stop a man as he is hastening to work or coming out to his meals. As bodies of men leave off work, endeavour to get into conversation with some of them, particularly on Saturdays, and it is more than likely some one will be able to give "a straight tip." Of course, each trade must seek information from its own. A very good plan is to take station at points where workmen chiefly flock through to their work or home. At the West-end—Buckingham Palace-gate, Ebury-bridge, Buckingham Palace road; Knightsbridge at the Fork; Kensington, Cromwell-road; Hammersmith at the Junction; in Westminster, Lambeth Suspension-bridge, Westminster-bridge and Embankment, Blackfriars Bridge and road, Queen Victoria-street; Mansion House-street and station, London-bridge, Whitechapel-road, Commercial-road; Finsbury, Chiswell-street, Wharf-road, City-road; Clerkenwell, the Green; John street, Bartholomew-close ; Marylebone, Crawford-street, High-street, Marylebone-road, Edgware-road, King's-cross. Call at every factory, job-yard, or shop you come to, and ask if hands are wanted. The above route will pass hundreds of workshops on the north side of the Thames. On the south side of the bridges, if you follow your nose, and make use of your eyes, you will arrive at hundreds of extensive industries. Do not be cowed at the "sauce" of some of the gatekeepers, who are on the look-out for a drain; and it may be here observed that these Cerberi are, at times, caught with the polite offer of a pinch of snuff. It opens their mouths, as well as their noses, and may lead to their informing you when they are likely to want hands.

Mark, we have above advised men who, perhaps, are *not* members of a trade society ; we shall come to such, *i.e.*, the members of societies, presently.

In the compass of this paper it is impracticable to supply a directory of even the largest industries, but a post-office directory can be seen at all the District Post Offices, free, and a man can pick out firms of his own trade to call upon. In the Metropolis there are taverns that make it a speciality to encourage trades and their societies, and it is seldom but that idle hands are present, and who are well posted in nearly every trade

in London as to briskness, slackness, wages, and other useful matter. Although these houses are the chief quarters of trade unionists, yet non-society men would meet with the right hand of fellowship, and should no society man require a job, it is more than likely a stranger would be told of one.

The following are the chief trade houses at time of writing:—Bell Inn, Old Bailey; Rose and Crown, Old Bailey; Admiral Carter, Bartholomew-close, Smithfield; White Hart, Giltspur-street, City; the Windmill, St. John-street, Clerkenwell; Crown and Can, St. John-street, Clerkenwell; Paul's Head, Finsbury; Three Doves, Berwick-street, Soho; Builders' Arms, Pentonville-road; Duke of Wellington, Drury-lane; St. Martin's Tavern, Pratt-street, Camden Town; Three Compasses, Little Marylebone-street; Spread Eagle, Charles-street, Tottenham Court-road; Builders' Arms, York-road, Battersea; Robin Hood, St. John's-road, Hoxton; Nelson, Victoria-road, Kentish Town; Lord Palmerston, White Lion-street, Clerkenwell; Silver Cup, Cromer-street; Bedford Arms, Charlotte-street, Bedford-square; Cape of Good Hope, Great Titchfield-street, Marylebone; Green Man, St. Martin's-lane; the Plough, Museum-street, Bloomsbury; King's Head, Broad-street, Bloomsbury; Adam's Arms, Hampstead-street, Fitzroy-square; Griffin, Leonard-street, Finsbury; Prince of Wales, Wellesley-street, Kentish Town; Market Tavern, York-road, Islington; Windsor Castle, City-road; Buffalo's Head, Marylebone-road; Fountain, Lower Sloane-street; Princess Royal, Warwick-street, Pimlico; King and Queen, High-street, Fulham; Royal Saxon, Alfred-road, Paddington; White Horse, Castle-street, Oxford-street; White Hart, Windmill-street; Phœnix, Smith-street, Pimlico; Windsor Castle, City-road; Ship, Vauxhall Bridge-road; King Alfred, Lisson Grove; Prince Albert, Wharfdale-road, City-road; Ship, Boundary-street, Shoreditch; Adam and Eve, High-street, Kensington; Sun, Mason-street, Westminster Bridge-road; Waterloo Arms, George-street, Camberwell; Prince Alfred, Cornwall-road, Brixton; Salutation, King-street, Hammersmith; White Hart, College-street, Lambeth; Duke of York, York-road, Lambeth; Bath Arms, Great Suffolk-street, Borough; Moonrakers' Tavern, Great Suffolk-street, Borough; Waterloo Arms, George-street, Camberwell; Bagnigge Wells Tavern, King's Cross; Maltman and Shovel, Broadway, Hammersmith; New Queen's Head, York-place, Islington; Crown and Anchor, Webber-row, Southwark; Duke of Cambridge, Kennington-lane; Good Man, Bolsover-street; Bell Inn, York-street, Lambeth; White Hart, Windmill-street; Green Man, Princes-street, Blackfriars-road; Crown and Cushion, Page's-walk, Bermondsey; White Hart, College-street, Belvedere-road; Waterman's Arms, Paris-street, Lambeth; Lord Raglan, Wandsworth-road; Sun Inn, Lambeth; Rose and Crown, Devon-road, Deptford;

Telegraph Tavern, Evylyn-street, Deptford; Guildford Arms, Guildford-street, Greenwich; Peacock, Francis-street, Westminster-road; Angel, Webber-street, Blackfriars; Britannia, Southwark Bridge-road; Duke of Cambridge, Upper Kennington-lane; Red Cow, Grange-walk, Bermondsey; King's Arms, Bermondsey-street; Old Cheshire Cheese, Mount-pleasant, Clerkenwell; Crown and Anvil, Swan-street, Minories; Five Bells, Bermondsey-square; Eagle Inn, East India-road; Rose and Crown, Devon-road, Bow; Volunteer, Mill-place, Commercial-road; Old Commodore, High-street, Poplar; London Hospital Tavern, Whitechapel-road; Anchor and Hope, Millwall. The several trades resorting to these houses will be found enumerated in the "Directory of London Trade Societies," published by the Industrial Press, at 15, Russell-street, Covent-garden, London.

It would be advisable before making the morning start in search of work, to determine which road to take, and select from the above list the houses on your line of route, and give a look in at each as you pass by.

Another general way of starting is by means of advertisements in the newspapers, either by searching or by inserting. If by searching, neither coffee nor public houses take sufficient newspapers in to prove of adequate service to men out of employ, then the best way is to pay a penny at Peele's Coffee-house, Fetter-lane, Fleet-street, or at Deacon's, Leadenhall-street, City. In either place take care to be early. There is no occasion to waste time in reading police news, but stick to the advertisements, and in a few days the column you require will be ready to your eye. See the Birmingham, Manchester, Leeds, Sheffield, and Newcastle papers, as well as the London papers. The leading "wanted" advertisements are cut out and registered at the Labour Agency, 59, Greek-street, Soho.

If you advertise, and are not accustomed to draw up an advertisement, or do not understand which paper to insert your "want" in, the best course is to apply to the clerk of the Labour Agency, who will, for a very small fee, perform for you all that is required, and save you much expense, time, and loss. There are many employments where advertising is a waste of money, and others in which it is economy to expend money in giving publicity to requirements. It frequently occurs that no replies are sent, and in some cases too many to see after. In these cases, it is a good plan for those out of employment to note the advertisements that are similar to their wants, and either write to the advertisers, or call upon them requesting any answers sent that do not suit, or which they do not require, may be given you. This "exchange" is frequently carried out by the knowing ones, and leads to employment at little expense or trouble.

CHAPTER XIX.

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ADVERTISING.

For many capacities both employers and employés resort to the advertising pages of newspapers to announce, or search for, their requirements, notwithstanding the wide belief that a good master can always find a good servant at a day's notice without proclaiming a vacancy in his establishment to the public, and, no doubt, there are thousands of established firms and English families who would consider it *infra dig.* to advertise for clerks, assistants, or servants.

One never sees banks, insurance offices, companies, or firms advertising in that way. The directors or managers are beset with applications for situations from secretaryships to messengerships, and, as a rule, the best berths are kept out of newspapers. It was left to the late Government to issue advertisements for men and boys, although each department had hundreds of applicants' names, well recommended, on the vacancy books, and it is no secret that the poor fellows who replied to these special advertisements have not yet got appointments, and probably never will. It is a common occurrence for puffing tradesmen to advertise for large numbers of hands, both male and female, day after day; at the same time the scoundrels are not in want of a single hand. It is merely done to draw public attention to the fellow's business.

Still there are thousands of good employers who prefer advertising themselves, and who also look over advertisements for the aid they require.

Persons seeking situations would, therefore, do well by calling the attention of those employers to their wants, and, in most cases, the result of advertising lands the applicants in good and comfortable situations. It is bad policy to defer advertising until the last pound and suit of decent clothes are remaining in the vain hope that something may turn up tomorrow. It is all very well to sing, "Judge not a man by the coat that he wears," but the hard fact remains that the world does judge a man by the coat that he wears, and when that garment, his hat, and boots get seedy even a man's own friends turn him out in the cold. If it be "Hang him that hath no money," it follows, "Curse him that hath no good clothes." Therefore, above all, strike hard while you are the hammer, and have a

pound or two and a decent clothes-box; advertise at once, and do not wait until you are the anvil.

In some industries agency-offices proffer their services upon payment of heavy registration fees, but there are few of these agencies that are not villanous swindles upon those who can least afford to lose their last shilling. Year after year are these concerns exposed before the police-courts, and it appears that the class most imposed upon are domestic servants and governesses. It behoves the unemployed to be very careful as regards these agency-offices.

LITERARY EMPLOYMENT

is about as difficult for a stranger to procure as it would be to obtain a secretaryship under the Crown. In every department experience, tact, abilities, and interest are required. Many who can write stenography consider themselves qualified for reporting, whilst shorthand alone is simply the first step to a reporter's duty in London. All and everything connected with literature require a long apprenticeship, and the only opening for amateurs is writing sensational romances for the penny periodicals, the remuneration for which, if accepted, would about pay for stationery and candles.

Canvassing for advertisements is work that can be procured from many newspapers, magazines, periodicals, &c., on commission only, which ranges from 15 to 30 per cent. There are, however, so many well-established and experienced canvassers and advertising agents as to shut out all new comers. If anyone believes he could get on at this extremely hard and depressing employment he has only to call upon the publishers of the cheap papers, magazines, and periodicals, and state his desire to try, when, after proper references being offered by him, canvassing papers will be given. He must next look through other papers for the addresses of advertisers, and then call upon them for an order. One thing, however, is essentially requisite here—an imperturbable, amiable temper; if kicked out of an office, politely thank the kicker for his solicitude in your welfare.

MISCELLANEOUS.

In the British Museum there are a number of excellent appointments, but as they are seldom vacant except on a death, and the nominations of the trustees are recorded, it is useless for strangers to apply. The like may be said of the South Kensington and Bethnal Green Museums.

Lamplighters are appointed by the officers of the various companies, and turncocks are appointed by the directors of the water companies.

Check and money-takers at the theatres, music halls, and other places of amusement are under the direction of the treasurers, from whom they

chiefly get their appointments. "Supers" are appointed by a "super-master," and men desirous of earning a trifle can always find out if "supers" are wanted by applying at the stage doors.

There are numerous ladies and gentlemen who are ready to start deserving persons in a little business in preference to giving alms, and the question arises as to the way it is to be carried out. A widow generally chooses a mangle, a sewing machine, or a sweet-stuff shop, and it is twenty to one that the venture fails, and the money bestowed is thrown away and actually leaves the recipient worse off than before.

For men there are no mangles, sewing-machines, or "goody" shops, and the Prisoners' Aid Society experiences the greatest difficulty in finding employment for discharged prisoners, or a means of setting them on their legs.

The benevolent Hebrews, who keep their own poor, adopt the plan of setting the distressed up in some sort of business—not only by stocking the little trader with goods once, but keeping the stock up for a certain time, thus enabling a man to save up a little of the profit so that he can purchase a supply from it and then start fairly.

We happen to know that Baron Rothschild, of Piccadilly, who lately died, commissioned his town housekeeper to look after the poor Hebrews who called for aid. The old lady had quite an emporium of cheap jewellery, haberdashery, Birmingham and Sheffield wares, travelling boxes, and clothing. Poverty and race were the only recommendations or inquiries needed, and hundreds of English and foreign Jews are indebted to their present prosperity from the start they got in Piccadilly. The Chief Rabbi, we believe, adopts a method similar to the above. It is a proverb in the East of London that there are no poor Jews.

Warders of prisons. — The Home Office has the appointment of a great number of officers and warders of convict prisons, but the minor posts, such as warders, are generally filled up by the directors of convict prisons—Major Edmund F. Du Cane, C.B., W. Fagan, Esq., Captain W. J. Stopford, and Henry Wakeford, Esq. The office is at 44, Parliament-street. The prisons are at Pentonville, Millbank, Dartmoor, Parkhurst, Portland, Portsmouth, Chatham, and Woking. Discharged soldiers get the greater part of the situations, but the most comfortable ones are filled up by civilians who teach the convicts trades. They are at best very unthankful offices.

A superior description of prison warders are those engaged at Broadmoor Criminal Lunatic Asylum. The appointments are vested in the superintending physician, and when vacancies occur they are advertised pretty freely.

Warders of County Prisons.—In Middlesex a great many warders

are employed at the House of Correction, Coldbath Fields, Governor Lieutenant-Colonel Thomas Harpur Colvill; House of Detention, Clerkenwell; House of Correction, Tothill Fields; the City Prison, Holloway; and Newgate.

The appointments are filled up by the visiting justices and the governors, and vacancies are frequently occurring.

In Surrey, the County Gaol, Horsemonger-lane, Borough, Governor George Keene, Esq.; and the Surrey House of Correction, Wandsworth, Governor Richard Onslow, Esq.

There are also the County Lunatic Asylums at Colney Hatch and Hanwell, where male and female warders are employed to a great extent. Vacancies are constantly occurring, and it is not a difficult matter for suitable parties to get an appointment by applying to the stewards. Men who can play brass instruments are much preferred.

Boardmen.—Enquire of the "sandwich men" you meet in the streets, or at Friswell and Co.'s, 55, Greek-street, Soho; W. Smith, Carlisle-street; Nagle, Coventry-street.

County Courts.—The clerks and ushers are appointed by the judges and registrars, and the under-bailiffs by the high bailiffs. The appointments are good and vacancies frequently occurring.

Market Porters.—Men and women are employed by tradesmen to carry goods from the markets to the carts outside or to the shops. The chief markets are Billingsgate, Leadenhall, Smithfield Meat Market, and Covent Garden. The market beadles see to this employment.

Drovers.—Apply at the Smithfield Police Station for a licence to drive cattle.

Sewermen.—The engineering department of the Metropolitan Board of Works appoints a great number of sewermen, and the various surveyors of vestry boards also appoint men. The wages for this unsavoury and dangerous work are not equal to the task, but many of the men add to it by rat-catching.

Roadmen are appointed by the parish surveyors. Applicants must, however, belong to the parish. The work is constant and with fair wages.

CHAPTER XX.

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WORKING-CLASS EMIGRATION.

A general desire to make money and rise in what is called the "Social Scale" pervades every rank and class in the community, from the highest to the lowest, the difference being in the means to carry out the intention, and not in the intention itself. The labourer who cultivates his garden of an evening after his day's work, is actuated by the same ambition as the wealthy landowner, who still adds to his extensive possessions by further purchases; or the capitalist, with almost fabulous sums at his disposal, yet who will speculate in mines, shipping, stocks, or anything else that will bring him still more money. Steam and commerce has familiarised us with travel, enterprise, and exploration, enabling the merchant or speculator to invest in operations carried on in other countries, which would be likely to bring reasonable profit on the outlay. By the same rule, and directed by the same inspiration, the working-man takes his labour to the market where he is likely to reap the greatest advantage, and the outcome of this laudable desire is emigration. To advise and direct the working man who makes up his mind to carry this resolution into effect is the object of the Pioneer Papers, for we feel that too much information cannot be given on this all-important subject, particularly as emigration to the Colonies has been on the increase during the past few years, each bidding high for the industrious and hard working emigrants from the British Isle. In the United Kingdom we are too numerous, and the wealth is too much centralised in the hands of a few (and here we do not discuss politics), but certain it is that the working class have great difficulty in providing for what is called a rainy day. As we advance intellectually our wish for personal and social independence intensifies, which is really the cause of lock-outs, strikes, migration, emigration, and all other forms of labour and trade agitation and disputes. Young countries are in a great measure like young people; they are, as a rule, full of vigour and activity, moulding their laws and plan of government on practical and progressive ideas, and the working man in the United Kingdom sees and knows this through his newspaper and correspondence from friends, and comes to the conclusion that he also will take his labour

and that of his children to a new market. The thought of going away predominating in his mind, how to set about it, and where to go to, is the next important step. Under this head volumes have been written by men who have been through the various countries to which the tide of emigration flows, each giving information from his particular standpoint on the one with which he is acquainted. As the writer of this paper is a working man who travelled in Canada and the United States in the interest of a labour class, it will at all events be allowed that he has some knowledge of the subject as far as those two countries are concerned; and to put that knowledge and information in a practical and useful form before the working man who meditates crossing the Atlantic, the author feels it to be a duty and pleasure; for, after all, there is a gratification in doing good. And no greater good can be done than to give a man condensed practical advice that might be of benefit to him in carrying out an undertaking. Working-class emigration may be divided under many heads, as for instance, mechanics with families, single mechanics, general labourers, farm labourers with families, single farm labourers, single women for domestic service, &c. To all those classes we say, emphatically, remain at home if you are fond of the public-house, for the Canadian and American people spurn a drunkard; besides, a deal of the drinks of these countries have an injurious effect on the system, and rapidly injures the constitution: of course we are not asking our readers to be teetotalers, but the less liquor the better.

As a rule, people form their ideas from surrounding circumstances, therefore it is very difficult for a working man in England or Ireland to realise the size or immensity of America, there being no word in our language expressive enough to convey it to the mind. For instance, the Dominion of Canada is 3,346,681 square miles, and the United States 2,933,588, while the whole of Europe is but 3,900,000. From these figures it will be easily seen why Canada is encouraging emigration, having before her the example of the United States, who in one hundred years have developed from three and a half millions (what they were in 1777) to forty millions (what they are now). The population of Canada is a little over four millions, and probably there are no other four millions on the surface of the Globe that during the last twenty years have made greater progress than the Canadians. They have several beautiful towns, with municipal arrangements of every kind. They constructed between four and five thousand miles of railway, and established an immense trade by inland navigation, extending west from the Atlantic Ocean nearly two thousand miles. They have brought into cultivation a large area of land from which they are able to export to Europe great quantities of food. Their postal arrangements are very good, and as cheap as in the United Kingdom; and telegraphic communication is established between nearly every town and

village in the Dominion. There is perfect toleration for every creed and opinion, and the school system is liberal, wise, and just, placing facilities for education within the reach of the very poorest. Society is orderly and well conducted, the strong arm of law and justice reaching every member of the community alike. The climate of Canada is cold in winter and warm in summer, but very healthy, the air being light, dry, and pure, of which there cannot be any stronger evidence than that roofs of tin will last from fifty to sixty years without rust. The Government is *semi-independent*, the chief executive being the governor-general, who is appointed by the QUEEN. The Canadians make their own laws, each province having a parliament of its own for managing local affairs, the members of which are paid for their services something like one hundred and forty pounds each for the Session, which generally lasts about seven weeks. The entire dominion is legislated for in a federal parliament, the provinces sending representatives in proportion to population, those representatives getting about two hundred and thirty pounds and travelling expenses as compensation for the time they devote each year to their parliamentary duties.

There is a second chamber, called a Senate, the members being appointed for life, but not hereditary, as in the House of Lords.

There is no State Church, all religions being on an equal footing. The laws of primogeniture and entail are abolished, and the transfer of land is cheap and easy, so that in many respects Canada is a very eligible field for the sturdy young man or woman desirous of improving their positions by energy and industry.

The United States have a railway system of 170,000 miles, extending from the Atlantic to the Pacific Ocean. There are gigantic rivers and canals, on which there is immense commerce. The cities and towns are numerous, large, and well-built. The laws are just in theory, but not so equitably administered as those of Canada, and certainly the working man cannot claim his wages by so summary and legal a process as in the Dominion. Every State governs itself in legal matters, the whole being legislated for by a Federal Congress, consisting of a House of Representatives and a Senate, the members of which are paid for their services. During the last forty years emigration to the United States has been on a larger scale than to any other country in the world, particularly of Irish and Germans. And it is computed by Mr. Kapp, a writer on emigration, that every emigrant is worth to the country one thousand two hundred dollars; hence the great progress made by the Republic during those years. Since the war there has been a great depression in every kind of industry, which is to be wondered at considering the extraordinary resources of the country. In the United States every kind of climate is to be met with. Take New York as a base, and imagine a direct line west to the Pacific; the climate on

both sides of this imaginary division may be divided as follows: North of it to the Canadian frontier, cold but healthy; south, warm but more or less unhealthy and enervating, but of course varying in the different sections of the immense region we are endeavouring to describe. In the west, on the east side of the Rocky Mountains, the air is wholesome and the people robust and strong, and on what is called the Pacific Slope, west of the great backbone of the Continent known as the Rocky Mountains, the seasons are more genial, the extremes of heat and cold not being so great.

The cities on the Atlantic side of the country are the principal emigration depôts; Philadelphia, New York, Boston, Portland, and Quebec being the ports of debarkation—Quebec entirely, and Portland, although in the United States, to a certain extent, for Canada; New York, until recently, was the best known of them all to the European emigrant, as it is the largest city in America, and the principal seat of ocean commerce; most of the transatlantic steamship companies trade to it.

From New York to Philadelphia by rail is 96 miles, but the emigrant going to the latter city can take direct passage from Liverpool to Queenstown by the American line of steamships just as cheap as he can to New York by the other lines, and without the bother and expense of the railway. Castle Garden is the principal depôt in the United States for receiving emigrants, but its action and jurisdiction is comparatively local, it being a New York, and not a United States institution. Nevertheless, it affords the emigrants to that city protection from sharpers and rowdies, as well as assists them if they become destitute. Every passenger vessel to the port of New York must disembark her emigrants at Castle Garden, where their names, age, occupation, nationality, and destination (if any) is taken down. European money can be changed at par for United States currency. Letters and luggage will be taken charge of free, and the latter will be sent to any part of the city for a small charge. Emigrants can remain under cover for one night, but there are no beds provided. There are three or four licensed boarding-house keepers allowed to solicit custom inside the building, but they are bound to have a fixed tariff, which is about one dollar per day. Attached to Castle Garden is a labour office, where employers come to meet emigrants, male and female, waiting to be engaged. This office is both useful and injurious—useful because, through it, an indigent emigrant may find ready employment; and injurious because it has a tendency to keep wages down, as masters can nearly always get hands through its agency; it also concentrates, as far as possible, labour in the City and State of New York, which, of course, increases the supply and lowers the demand.

Emigrants, particularly of the farming class, should not, if possible, remain in the very large towns, unless with friends, or for some special reason; for those that engage with farmers generally get a taste for country

life, and in a short time get land of their own, and in a few years acquire wealth and independence. It is difficult, however, for a man landing in an Atlantic city to go west any distance unless he has money, for the United States Government does not assist emigrants to do so.

This is not the place to discuss the United States policy in this matter, but in general terms, we are of opinion it is short-sighted, narrow, and illiberal, for there is abundance of land that would enrich both the State and the cultivator if a little was done by the Government to assist the hardy European emigrants to settle in it.

There is no difficulty to get passages from Liverpool, as there are numerous steam ships crossing the Atlantic; but there is no Castle Garden at Boston, Baltimore, or Philadelphia, but the American line have a place of their own in Philadelphia something similar. From all those cities, there are ample railway facilities to any part of the country, as the emigrant can get a through ticket to his destination from the steam ship agent in Liverpool, or wherever he takes passage from. Emigration to Canada is different from that to the States, inasmuch as the Government assists the emigrant both in the United Kingdom and on the other side. In London, Bristol, Liverpool, Glasgow, Belfast, Cork, Dublin, and other places, there are agents whose duty is to give to emigrants information, and the assistance allowed by the Canadian Government to those who are eligible, in most cases farm labourers and domestic servants. Emigrants for Canada nearly all go out by the Allan Line, which trades to Quebec in Summer, and to Portland in Winter, and from either of those ports to the interior the Government will give railway passes, and indigent emigrants will also receive food. From Quebec to Montreal is about 190 miles, and from Portland about 250, from Montreal to Toronto is about 340 miles, and from Montreal to Ottawa about 230, all those places being connected by railway, as indeed are the whole of the towns of Canada. Emigrants should go out in April or May, when there is a great demand for labour, and then when Winter sets in they will have something to meet it. Female servants are in demand all the year round, for the country is new, and girls going out one year, get married the next, and they in turn require servants. Thus that class of labour is nearly always wanted. In most of the large towns there are Government agents whose duty is to take charge of such emigrants as arrive at their agency, and send them to suitable situations, or where labour is most required. An old proverb says that a rolling stone gathers no moss, a remark that is applicable to large numbers in America. Young men going out without a trade, or desire to labour with their hands, kick about from one town to another until finally they acquire unsettled habits, and only remain in a place long enough to get sufficient money to take them somewhere else, and spending the surplus in drink and gambling—

in fact, leading a come-day go-day sort of a life. Generally speaking, this class do not make any rapid strides towards prosperity, for in America there is only one road to success, namely, through sobriety, industry, and business habits, and the man who does not adopt them is not likely to get on.

Wages in the United States are higher than in Canada, but nearly all the necessaries of life are dearer, a heavy tax being put on almost every commodity to pay off the debt incurred through the Civil War. Canadian paper and gold is of equal value, standing in the same relation to each other that a five-pound note does to five sovereigns; whereas in the States a paper dollar (or greenback), although nominally as good as gold, is only worth about three shillings and eightpence of English money, while the American gold dollar and the Canadian paper and gold dollar is four and a penny. For instance, a man getting a wage of 12 dollars a week, in greenbacks, will only have about two pounds four of English money; but, paid in gold, or Canadian paper or gold, he would have two pounds eight or nine.

We would not advise people in the autumn of life to emigrate, as they have not the adaptability to circumstances necessary to make headway in a land where everything is different from what they were accustomed to, but of course there are exceptions to this rule, such as a person being sent for by his friends, or a man taking out a family with a view of bringing them up in a new country, where they would be likely to reach positions they could never aspire to at home. Those going out should not encumber themselves with a lot of heavy and often useless luggage, for if there is anything in the world annoying it is dragging about a lot of cumbersome baggage. Taking what is called sea store is totally unnecessary, unless perhaps a little jam for children, preserved milk, or other little delicacies of that nature. Clothes in Canada and the United States are dearer than in England, and it would be well (but not absolutely necessary) to take a little extra supply, but not to purchase for that purpose, as the money might be of more service, and could be taken care of with far less difficulty.

Cleanliness is said to be next to godliness, and certainly the emigrant should observe so grand a maxim, for it will promote his health and add to his respectability. For the voyage he should provide himself with a piece of soap, a coarse towel or two, and a round tin pot or deep dish to wash in, which on no account should he neglect doing once or twice a day, water being amply supplied for that purpose. Crossing the Atlantic a few years ago was quite an event, but now it is looked upon as a comparatively small affair, as immense steam ships now make the trip in almost the number of days that it took sailing vessels weeks, before ocean steam navigation was brought to the perfection it is now. Education enlarges the understanding and gives us an idea of the laws and circumstances that govern society in its

varied forms, thus familiarising us with different countries and with the customs and habits of their people, which reduces emigration almost to a science in comparison to what it was a few years back. Enterprise and explanation continually opening up new regions, the printing press disseminates the information derived ; therefore it is evident emigration will go on in a more regular and continuous way than it has hitherto done. Not in an overwhelming exodus like that from Ireland after the Famine, or like that from Germany after the Franco-Prussian war, but in a gradual outflow of those who determine to try their fortunes in fresh fields and pastures new.

The various colonies requiring those people offer certain inducements, and laws are made to protect and advance the emigrant's interest. Shipping Company's railway lines, land speculators, lodging house keepers, and others being strictly controlled by legal enactments, compelling all engaged in emigration to carry out their contracts and perform their duties with justice and moderation. The writer's experience of crossing the Atlantic was of the Allan line of boats, and for the information of the reader he has no hesitation in saying that the general treatment of emigrants was everything that could be desired, and he is of opinion the same may be said of every line on the Atlantic trade.

Now, in conclusion, we may observe that emigration has been going on from the earliest period of the world's history, and no doubt will continue to the end of time, but of course more or less controlled by national or local events, such as the Irish land system, the Franco-Prussian war, and the Agricultural Labour movement in England. To give useful information on so very important a matter we consider to be the duty of those who have experience on the subject, and the Pioneer Papers, of which this is one, written by men who have travelled in the countries themselves, place that information in a condensed form before the readers.

CHAPTER XXI.

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PROSPECTS OF EMIGRANTS IN SOUTH AUSTRALIA.

[Extracted from "South Australia," by W. Harcus. London: Sampson Low and Co. 1876.]

All new Colonies are, as a matter of course, dependent for their prosperity on a plentiful supply of labour. However fruitful the land and rich in natural resources, it is nothing without labour. Its treasures will be hidden, its wealth remain undeveloped, until the toil of man brings them to light and translates the possible into the actual. As we have seen, the Wakefield system of colonizing was to combine capital and labour, the capitalist purchasing the land and the money paid for it being devoted to the introduction of men to work it. For many years the Government of South Australia carried on a large system of immigration in a somewhat improvident way. Many persons who were brought out here at a cost of from £15 to £16 per head made Adelaide simply a port of call, and as soon as opportunity offered passed on to the other Colonies, especially to Victoria, where the discovery of gold created a great demand for all sorts of labour.

So strongly was it felt that we were spending our money to provide immigrants for Victoria that for some years no provision was made for the introduction of labour at the public expense. During that time the Colony passed through a period of trial. Unfavourable seasons, extending over a few years, retarded our progress to some extent, and the demand for labour was less than it had ever been. This period of depression, however, was only temporary, and very soon the demand for labour very much exceeded the supply. It was then felt that a great Colony like South Australia, with untold wealth awaiting development, could never prosper as it ought by the mere increase to its population from the excess of births over deaths. Even they who had been opposed to immigration at the public expense felt that it would never do to go on without immigration any longer. The Legislature was compelled by outside pressure to pass an Act for its resumption, which Act is now in force. Something considerable has been done during the few years the Act has been in existence; but up to the present time the Government have proceeded very cautiously in introducing labour. It is now proposed to advance more rapidly, and during the present year the Government have £120,000 at their command for carrying on immigration

on a more extended scale. A very large supply o labour is required to carry out the great public works which are now in progress, and which are contemplated. Private enterprise is also very much cramped and fettered by the scarcity of man-power.

Wages are as high as in any of the Colonies, and generally are at least 50 per cent. higher than they are in England. In the present prosperous state of the Colony, thousands of working men might be introduced and find employment without the slightest danger of reducing the price of labour. A principle which regulates the immigration system is to maintain the proportion of the nationalities—English, Irish, and Scotch—according to the proportion in the United Kingdom, so that there shall not be a preponderance of any one people. The principle is not very steadily adhered to; nor is it necessary. It is found that all classes, as a rule, make good immigrants; and the Irish, who half-starve at home, become well-to-do colonists when they get a fair start here. From the beginning the Colony has obtained a considerable number of families from Germany—and they make good colonists. Greater facilities are now being given for the introduction of German immigrants, whose industry and thrift make them desirable colonists. The following explanation of the provisions of the Immigration Act I transcribe from my "Handbook for Emigrants," published a few years ago, which I hope will be found useful to those who may be looking to the Southern Colonies as their future homes, and who wish for information to guide them :—

"*Persons coming out to the Colony at their Own Expense.*—Emigrants who have been approved by the Emigration Agent in England, and paying the whole cost of their passage, or persons paying the passages of such persons, will be entitled to a land order warrant. On their arrival in the colony, they will receive from the Commissioner of Crown Lands a land order, in exchange for their warrant, of the value of £20 for each adult, and £10 for each child between the ages of one and twelve years. This order will be immediately available in cases where the holder desires to occupy, reside on, and cultivate the Crown land, and will be received as payment, or part payment, of interest on the purchase-money of any land then open for selection. The land order will be available for the *purchase* of any land open for sale, after two years' continuous residence in the Colony. An emigrant and his wife and four children between the ages of one and twelve years, paying their own expenses to the Colony, would be entitled to land orders of the value of £80 in all. If they wished to take up land on credit under the system of deferred payments, their orders would become immediately available as payment of the interest; but in that case they must reside on the land and cultivate it. If they wish to purchase the fee-simple of any lands open for purchase, they can use their land orders for this purpose after they have been two years in the Colony.

"*Land Orders Granted to Shippers, Companies, Associations, or Sociteies.*—

The following is in full the clause in the regulations which refer to this provision:—'Any person or persons, company, association, or society desirous of bringing out to South Australia, at his own or their own expense, suitable emigrants from Europe, approved by any emigration agent, for the purposes of settling on the Crown lands thereof, and cultivating the same, or for engaging in any colonial industry, and who shall enter into an agreement with the Commissioner of Crown Lands and Immigration for the conveyance of such emigrants from Europe to South Australia for the purposes aforesaid, and also enter into a covenant with the said Commissioner that such emigrants shall reside continuously in the said colony for two years, at the least, from the date of their arrival, shall be entitled to receive, on the arrival of such suitable emigrants in the said colony (and, if aliens, after naturalisation), a land order, in the form contained in the Third Schedule hereto, which land order shall be of the value of £16 sterling for each adult emigrant, and a land order of the value of £8 sterling for each child between the ages of one and twelve years; and every such land order shall be immediately available for the purchase of any waste lands of the Crown which may be offered for sale, or which may be open to selection for cash or on credit, in any part of the said colony.' This regulation is intended to encourage the employers of labour in any new or established industry to bring out suitable labour to assist them in their enterprise.

"*Assisted Emigration.*—Under the Act, the classes of persons eligible for assisted emigration are—Artisans, agricultural and other labourers, miners, and gardeners, under 50 years of age; single female domestic servants, or widows (without children under 12), not exeeeding 35 years of age, the wives and children of married emigrants. Eligible candidates are further described as being 'in the habit of *working* at one of the callings mentioned above, and must be going out with the intention of working at one of the occupations. They must be sober, industrious, of good moral character, in good health, free from all mental and bodily defects, within the ages specified, appear physically to be capable of labour, and have been vaccinated or had the smallpox.'

"*Ineligible Candidates.*—Passages cannot be granted to persons intending to proceed to any other Australian colony than South Australia, to persons in the habitual receipt of parish relief, to children under twelve without their parents, to husbands without their wives, or wives without their husbands (unless, in the last three instances, the parents, husband, or wife be in South Australia), to single women who have had illegitimate children, or to persons who have not arranged with their creditors.

"Towards the expenses of the passages of eligible candidates, the following sums must be paid:— Under twelve years of age, £3; twelve years and under forty, £4; forty years and under fifty, £8. This amount may be

paid either in London to the Emigration Agent, or in Adelaide, at the office of the Commissioner of Crown Lands and Immigration. The candidate for assisted immigration, or the person who nominates him, must apply to Mr. F. S. Dutton, C.M.G., Agent-General of the Colony, 8, Victoria Chambers, Westminster, from whom all necessary information will be obtained. He must fill up a form which will be supplied by Mr. Dutton, giving the Christian and surname of the persons nominated, or their proposed transferees, the names of all children under twelve, whether they have been nominated in the colony or not, the ages of each person at last birthday, the day and year when each person was born, whether single or married, and where the husband or wife does not emigrate the reason must be stated; the trade or calling, whether the applicant has been in the colony before, whether he has any relations in Australia, or in any other colony, and if in Australia, the other colonies where they reside. In addition to this, there must be a certificate by a physician or surgeon, testifying that, after examination, the applicants show no signs of heart disease or pulmonary affections, that they are of sound mental and bodily health, that they are entirely free from every disease usually considered infectious or contagious, and that each person appears to be of the age set against his or her name; that none of them are either lunatic, idiotic, deaf, dumb, blind, mutilated, or deformed in person, or otherwise infirm, and that they are capable of earning a livelihood in the Province, at their declared callings. A certificate is also required, from a magistrate, clergyman, or Roman Catholic priest, testifying that the applicants are of good moral character. In the case of any difficulty arising, the intending emigrant should place himself at once in communication with Mr. Dutton, at the address mentioned above, from whom all necessary information will be obtained.

"*Voyage and Outfit.*—Supposing the candidate and his family accepted, the next matter is to prepare for the voyage, which will occupy about ninety days —during which every extreme of climate will be experienced. Suitable clothing must therefore be provided, at the expense of the emigrant. The outfit will be inspected before sailing by an officer appointed by the agent. The smallest quantity that will be allowed is—For each male over twelve, six shirts, six pairs of stockings, two warm flannel shirts, two pairs of new shoes or boots, two complete suits of strong exterior clothing, four towels, and two pounds of marine soap; and for each female over twelve, six shifts, two flannel petticoats, six pairs of stockings, two pairs of strong boots and shoes, two strong gowns (one of which must be of warm material), four towels, and two pounds of marine soap. Two or three coloured shirts for men, and an extra supply of flannel for women and children are very desirable. The quantity of luggage for each person over twelve must not exceed twenty cubic (or solid) feet, nor half a ton in weight; it must be

closely packed in one or more strong boxes, or cases, not exceeding fifteen cubic feet each. Larger packages and extra luggage, if taken at all, must be paid for. Mattresses and feather beds, fire-arms and offensive weapons, wines, spirits, beer, gunpowder, percussion caps, lucifer matches, and any dangerous and noxious articles, cannot be taken by emigrants. I would suggest, however, that in addition to the articles of wearing apparel actually required by the regulations, emigrants would do well to provide themselves with materials for increasing their stock. A few extra yards of flannel, calico, and print, with an extra pair or two of shoes or boots, would be found very useful on the voyage. Where there are children, a number of cheap caps should be provided, as young people are apt to lose their head-coverings overboard. A good ham and a cheese would also be found very useful as a change from the ship's diet; and a few pounds of jam would be acceptable to the children.

"There is no doubt that a three months' voyage in an emigrant ship, under the most favourable circumstances, will make large demands upon the patience, temper, forbearance, and hopefulness of the emigrants. Inconveniences such as they may not have suffered before will have to be endured; and the best thing emigrants can do is to make up their minds to bear them cheerfully. As a rule, in well-appointed ships, the food is good, and the accommodation as fair as can be expected. Emigrants, too, generally enjoy excellent health. They would do well to provide themselves with useful and interesting books—especially school books for their children; intelligent parents may lay the foundation of a respectable education in the minds of their children during the spare hours of the voyage.

"On their arrival in the colony, immigrants will probably feel somewhat strange. The consciousness that they are 15,000 miles away from the land of their birth, and from the friends whom they have left behind—the conviction that they are amongst entire strangers, and that they will probably see the old land no more, may sadden them for a moment. But, on the other hand, they will find that in many respects the new country is but little different from the old. The streets, wharves, railways, telegraph lines, gas lamps, water fountains, public buildings, shops, carriages, omnibuses, and cabs, will all remind them of what they have been accustomed to at home. If they are careful, industrious, and respectable, they will soon make friends, and find associations which will bring back the scenes of the past. They will find that our political institutions are most liberal; and very soon after their arrival they will be able to exercise their voting power for Members of Parliament, and to exercise some influence on the public affairs of the colony. With whatever religious body they sympathise, they will find representatives of that body in almost every part of the colony; the Anglican Church, with its bishop, priests, and deacons; the Roman Catholic

Church, with its handsome edifices and charitable institutions; the Presbyterian Church, with its able and energetic ministers; the Congregationalists and Baptists, who have some of the handsomest churches and most eloquent preachers in the colony; the Methodists, as full of fire and zeal as they are in the old country—the sisterhood of denominations who trace their parentage to the old Methodist stock; Unitarians, New Church, and Jews are all found in the colony; so that the stranger, whatever his religious views may be, is certain to find members of his own body with whom he can sympathise and hold fellowship. Connected with all these religious institutions there are well-attended and well-conducted Sunday schools, with a noble band of earnest and devoted teachers.

"He will want education for his children, and he will find day schools all over the colony, in which a fair education may be obtained; or if he aims at something higher than these, there are many excellent private schools, which would do no discredit to the old country. From St. Peter's Collegiate School several young men have gone home and taken good positions in the English Universities; and, as we have intimated elsewhere, our own University will be in full operation before long.

"Does the newly-arrived immigrant wish to keep himself acquainted with the literature of the world? He will find means of doing so in the local institutes, which are kept well supplied with the best works of modern times. Does he wish to know what is taking place in the colony which he has made his new home? He will find it in the morning, evening, and weekly newspapers published in the city, and in the journals published in the country.

"If he feels an interest in the drama, he will find a pretty little theatre, respectably conducted, and in which, from time to time, actors and actresses of high professional standing are found. If he loves music, he will occasionally get a taste of English and Italian opera ably rendered, while amateur performances of music are frequent enough. If he has a penchant for the turf, for manly sports and pastimes, he will find racing well encouraged, hunting during the season, cricket, football, and boating. If he is a freemason, an oddfellow, a forester, or an ancient druid, he will find lodges, courts, and other trysting-places. If he likes his beer, he will find respectable inns; or if he takes kindly to colonial wine, he will be able to get it almost as cheap as ale. If he is a teetotaller, rechabite, or good templar, he will find brothers and co-workers all here before him. It is really curious to see how soon and how carefully the people of South Australia have reproduced the institutions of the mother country. In cases of accident or misfortune the hospitals, asylums, and public charities, as in the old country, are easily accessible.

"There are three things to be carefully avoided by the newly-arrived

immigrant—the immoderate use of strong drink, which leads to poverty; gambling, which leads to dishonesty; and idle loafing, which leads to disgrace. The great thing is to get work soon, to eat plenty of good food, which is cheap enough, to cultivate habits of industry and economy, and so to encourage the pleasant conviction that he is getting on, and surely working his way to independence. That conviction will be one of the greatest luxuries a working man can enjoy."

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CHAPTER XXII.

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REQUIREMENTS OF A GOOD CANVASSER.

As canvassing for orders for sewing machines seems to be getting general in this country as well as in America, the following hints to canvassers, from the *Canvassing Agent's Manual*, issued by Messrs. Van Etten Brothers, of Chicago, may not be out of place in our columns :—

CANVASSING AGENTS WANT :

1st. Articles of real merit. Articles that will stand the criticism of those who examine them expressly for that purpose.

2nd. They want articles that are an absolute necessity with every family, and within the means of the poor, as well as the rich.

3rd. They want articles that they can sell cheaper than people are in the habit of buying them, and still make a large profit.

4th. They want articles of every-day consumption ; something that people need, want, and will buy ; something for health, comfort, or something to beautify home. With articles of this kind, no energetic, persevering canvassers need have any fears about the result of their labours. Success is sure to crown their efforts.

Don't commence to canvass unless you are fully determined to succeed in what you undertake to do, or, in other words, give the business a thorough trial before giving up. Eight years' experience has taught us that ninety-nine cases out of every one hundred that fail to make the agency business a success do so just because they do not have force of character, determination, and perseverance enough to stick to the business until they make a success of it.

A great many new agents think that it is no work at all to canvass and sell goods, and that everybody they call on will buy their goods. There is just where they are mistaken. It is hard work, and if one-fourth of the people you call on patronise you, you will meet with grand success.

Be Active.—"Procrastination is the thief of time." Make up your mind that you will give the business a trial. If you venture nothing you will never have the opportunity of making something. Thousands of persons are eking out a scanty subsistence every day for want of energy. None but active, energetic, lively agents ever make fortunes.

A great many think they must have a large capital to do anything in trade. This is a great mistake. It is a thousand times more important that you have good goods that will stand testing, and sell in every family at large profits, than it is that you should have four or five thousand dollars to start with. You may select the best location in the country, open a large store of dry goods or groceries or any other branch of business you choose, hire four or five clerks, and do all the business possible, and we will start an active agent with one hundred dollars' worth of our goods, who will make more clear money in one month than you will in three, besides educating himself in the knowledge of the country and of persons and things which is only acquired by travelling and observation—a knowledge which is recognised by all as essential to every business man.

Bring influence to bear on your customer. Let this be one of the most important features in your canvassing. There are many kinds of influence; we now speak of that of other subscribers. At first, canvass those prominent men who think and act for themselves. Bring the value of your goods before them. Labour hard and long to enlist them. Then, with those who are influenced by others, you should use the same means, but add to it the influence these names will have. The easiest persons canvassed are those who act and think for themselves, who are the first class. The second are those who depend on the judgment of the first. And the third class buy because it is popular, without regard to merit. Have these three arguments at hand and use with discernment.

Never forget true politeness in every case. But be sure and avoid that sickening and disgusting imitation of politeness. Keep goods in your own hands while showing. Have position to give good light. Keep your mind on your work. Miss no house. Work on your customers with as much care as if chiseling on a marble statue. Model a subscriber out of him. When you leave a house reflect if you could not have done your work there in just two-thirds of the time. If so, then remember when you will have made 100 dols. you could have had 150 dols.

Study well the delivery of goods, that is, where you get your money. Some agents are a great success on getting names, and count up at night and dream of a coach and four, but, when coming to deliver, have such a whining way, and so lazy an appearance, and show they are afraid goods won't be taken, that, subscriber being busy or short, and seeing a chance to defer or refuse, does it, and the agent gets mad. You should step briskly —no ostentatious hurry—but show despatch; tell what you are doing and be getting goods ready; hand it over; turn over contract to him, or get a name to mark off. Mention how much it is, and give him no time to dodge —scarcely any need be lost. Be pleasant, firm, decisive, and show that you

have done as you agreed; and expect them to, and if needs be, will make them. No child's play.

An agent disseminating useful goods is often a very useful member of society. For example, a good book. The useful information might remain on the shelving for years. But parties having attention called to it, after a little examination, are always well pleased. And this is proved by the constant success of agents with the same parties. They find that the very best of books are sold by subscription, and are always ready to examine them. Thousands of new inventions are introduced in the same way, and the public are always ready to test any improvement in their line.

It is told of a map-agent that, on a recent trip, he was attacked by highway robbers, who demanded his money. As he was too prudent to carry money in the country, they failed to make a haul of their victim. "But," said the agent, "I have some splendid maps of the country along with me, which I would like to show you," and in a twinkling he was off his horse and had a map stuck upon a pole, and explained it so effectually that he sold each of the bandits a map, pocketed the money, and resumed his journey.

In some instances newspaper notices are very profitable, especially if you can pay for them in goods at a profit. Yet this is to be used with discretion. Sometimes the manufacturer or publisher will bear a part or all of the expense. If so, so much the better. If you will follow with a thorough canvass, it will remunerate. Do not give the price of the article.

Never trust out your goods. Get the money before leaving. They have a curiosity then to see and use your goods, and if they will not raise the money then, they will not be so apt to again; and you can take two new subscriptions while you are running after the old one after the goods are left.

Inquire names of parties ahead, and call for them.

For goods of general use, books, etc., depend on families of moderate means. If you have something especially adapted to a certain class of persons, trip around lively and pick them out and be done with it, and ready for another.

Run on foot in almost all cases; cut across farms and fields. A conveyance is generally a hindrance in taking orders, unless samples cannot be carried.

Get your man by himself; you are ten times more apt to get him. Many together, one waits on another.

Depend upon your time and your forcible talk doing the work. Have good samples, but depend not upon them. If you are in business in a

store, or working on a salary, you may put in full time and energy. Do the same in canvassing.

Be careful of public days in the vicinity. There is apparently something new or unusual just for that day—some local interest. Do not get your customer started on local topics. That is all he will talk about. Strike for business. If a good many are from home or business on account of public days, those remaining will have the greater leisure, and you can often make it the more profitable to you.

Do not offer anyone a commission for helping you to influence business. A friend often trying to help you does you the most injury. Others will want you to get them to help you. All will be helpers and none subscribers.

If your first effort, do not be discouraged at lighter returns than expected.

We would call attention to the necessity of agents guarding against losing very profitable ideas from the general agent, or publisher, or inventor. The first idea of a majority of agents is that they already know how to canvass. Now, while that may be strictly true, you want to know every point and feature of the given article which you intend to handle, and you want to listen attentively, or read closely every word that is said by him.

We are surprised at the success some men have in canvassing that have never before touched any article of the kind. Men fail in business and must have some ready money, and will pick up something and drop down a community and literally flood them with it. Several things cause this result. They have good judgment in selecting; they have knowledge of human nature; they have been in business and know what it is to work. A lady school teacher at Devonport, Iowa, had a two weeks' spring vacation, and an eight weeks' term and another vacation, and at first day of first vacation she had an outfit and stepped on the cars and took a row of towns, and returned to school with orders for books to be delivered in eight weeks, on which her commission was 128 dols. 40 c., and she delivered more books than she had orders for.

CHAPTER XXIII.

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A BOY'S LIFE ON BOARD A MAN-O'-WAR.

By an Old Boy who has been a Young One.

A boy's life on board a man-o'-war training-ship is scarcely a pathway strewn with roses. That's to put it mildly, you know: for a boy tidily brought-up and carefully tended, bepetted, bepraised, and all but spoiled, as the present writer really was, such a boy's life on board a vessel like that I have named is a very hell. And if you will listen patiently to what I have to put forth, I will tell you why—and as succinctly as in my power lies. Very good.

Well, in the first place, a lad joining a man-o'-war is hugely akin to a young bear: *i.e.*, he has all his troubles to come, and they are not by any means meagre. There is humbug enough—and to spare—goodness knows, on board; in fine, absurdities and monstrosities reign supreme. And a chronic knack of finding fault touching the most trivial matters abounds. A boy is very much like unto a serf; similar to a slave; certainly he is not master nor proprietor of himself. He is ever perplexed and afraid lest by the slightest omission or "losing his muster," he is called over the coals, and stands a very tidy chance of having his hands nicely seamed, or his hams flagelated with a stout cane of an exquisite length, sweetly bound round at the bottom with an artfully-contrived cobbler's wax-end.

Understand me perfectly: you must regard the foregoing as the experience of one who was carefully tended, and possessed (in a small degree) of the necessary comforts of life. The experience of a "city arab," or an ill-used, gutter-bred, precocious, unschooled lad is largely different. Such lads *like* the Navy, and moreover culminate in proving the best seamen in the long run. Toughness is absolutely imperative. Lads who retail "box o'-lights, sir?—two for a a'penny," are quite certain to turn out good sailors, as also are boy crossing-sweepers, "dossers out" (that is, lads who sleep in the open air—anywhere); "clean yer boots, sir," boys; catherine-wheel turners, who consider omnibus passengers their salvation from *star*-vation; also who have bad drunken parents; boys who cannot see their way to be 'prenticed to a trade, and whose lines are in unpleasant places consequent on being out o' work; lads who hawk about the "Hevening Hecker," and

especially lads who do nothing save "nicking" (stealing) whatever comes in their way, and who, after spending the proceeds in the cheapest of cheap food, expend the rest in the gallery of the "Rile Helefant an' Cassel Theater," where they get murders and bluefire galore for their pence, and where they listen to and drink in such words as these: "Soft!—don't speak: utter not one word. Hist, I tell you! Ah!—no signal as yet!—but, no matter! You secure the gur-r-rl and I'll secure the old man's gould; and *once on board the lugger* we are safe."

Lads who have had to "rough it" invariably become a credit to their country and connections. It is true they find a naval life a rather nasty pill to swallow at first, the restriction and discipline gall them not a little, and their acquaintance with Mr. Cane and Tarrey Ropesend, Esq., is not at all limited; yet in a few months they become toughened to the life, and find themselves possessed of pluck, and health and strength, and animal spirits *ad libitum.* No!—There is no mistake about it—the foregoing-described lads are the chaps that fine seamen are made of. Master Verdant Green, Peter Simple, Jonathan Slowcoach, and Tommy Sleepyeyes stand no chance whatever: their life *there,* like that of the carefully brought-up lad, is a thorough torture to them. I myself candidly own that on the day that the then Commander of the "Boscawen" called me on the quarter-deck and told me that I was physically unfitted for the service, I hailed the words with extreme gladness and thankfulness to God. The life did not suit *me* by any means. When down the gangway at six of the clock on bitter winter mornings ringing "swabs" (with which they "swab up"—suck up—the water from the decks)—I say I have many a time and oft looked over the vast expanse of sky and sea, and, bitterly knowing that I belonged to the Queen, and was so many miles away from home and domestic comfort, absolutely longed—with how great a yearning!—for home and the company of my dear ever-kind father and mother! When "holy-stoning" decks my knees were all but skinned and blistered with the deposit of hearthstone ("holy-stone") and sand and salt water; when washing-day came round, too, and I had to wash my "gear" (clothes) I used to slip about on the soapy upper deck, and culminate, finally, in finding my own soap and scrubbing-brush, what not, stolen: so that I found it a hard matter to wash my things at all—without, look you, I played at the game of "diamond cut diamond" and "conveyed" other boys' washing paraphenalia in place of my own.

However, let us fight shy of the unpleasant, ugly part of the business, and let me give my humble opinion as to a boy's chance in the Navy.

Well, then; as I said previously, it is *the* thing for a roughly brought-up boy. He will succeed and do well, be sure of it. He will get capital rough food (enough, and, in a large sense, to spare), good warm, smart

clothes, capital sleeping contrivance, and his morals and education will be exceedingly well looked after. If he behaves himself (which boys in the Navy as a rule *do not*) he will be kindly treated and certain of encouragement and promotion. He will find it vastly better than his life in London (which can't do other than lead to *the bad*), and he will be able to credit himself with being a useful member of society, and not a drone in the hive. But when he joins he must make up his mind to *like the Service*, and withal make strenuous efforts to *try* and learn all he can. Then he will thank, gratefully, his lucky star that led him on his way to carve out for himself a better and a more noble life. And what *could* be more noble than the life of a honest, true Naval Seaman? I myself never liked the service for the reasons I have named. But for the lads I have tried to sketch it is eminently calculated to render them healthy, strong, jolly—and, all things considered—happy with their rough lot; and, furthermore, likely to cause them to go *out* of the world with the knowledge that they left it somewhat better than when they came into it.

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